

Un projet de loi pour les IRSC

L'ACPPU appuie vigoureusement le projet de loi fédéral créant les Instituts de recherche en santé du Canada (IRSC) pour remplacer le Conseil de recherches médicales du Canada.

Comparaisant devant le Comité permanent de la santé sur le projet de loi C-13 plus tôt ce mois-ci, le directeur général de l'ACPPU, Jim Turk, a fait l'éloge de la mission clairement énoncée des IRSC. Elle vise la création de nouvelles connaissances et leur application en vue d'améliorer la santé de la population canadienne, d'offrir de meilleurs services de santé et de

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Nouveaux membres

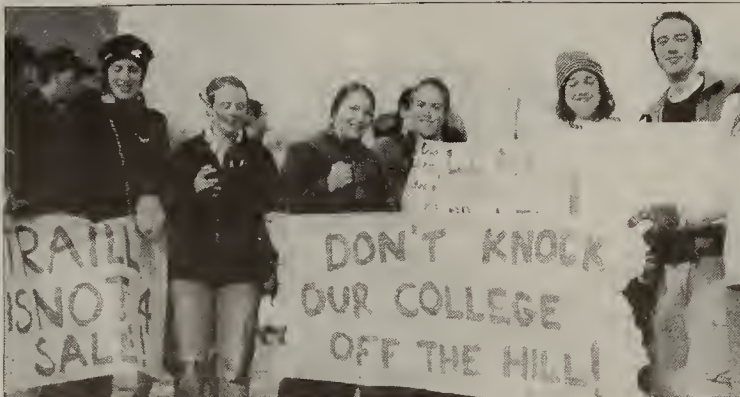
LORS de l'assemblée du Conseil de novembre, l'ACPPU a accueilli parmi ses membres les professeurs de deux universités religieuses les plus respectées au Canada. Les délégués ont approuvé les demandes d'adhésion des deux associations de professeurs, l'une à l'Atlantic School of Theology de Halifax, et l'autre à l'Université Saint-Paul d'Ottawa.

L'Atlantic School of Theology, une école oecuménique de théologie, a été créée en 1971 par trois établissements fondateurs : la Divinity Faculty de l'University of King's College (Église anglicane du Canada), le Holy Heart Theological Institute (Corporation épiscopale catholique romaine de Halifax) et le Pine Hill Divinity Hall (Église unie du Canada). Elle a comme particularité d'être une école de théologie oecuménique à trois confessions dont le conseil d'administration, le conseil d'université, le corps professoral et la clientèle étudiante sont unifiés.

L'Université Saint-Paul existe depuis plus de cent ans. Cet établissement bilingue d'enseignement supérieur est catholique. L'université possède la plus grande bibliothèque de recherche en études religieuses du Canada et offre des cours du baccalauréat au doctorat.

Traduit de l'article «New Members Join CAUT».

Trent to Sell Colleges



MANY faculty and students at Trent University are expressing their outrage over president Bonnie Patterson's plans to radically restructure the university, including shutting down and selling Peter Robinson College and Trill College, two of Trent's popular downtown colleges.

Critics are particularly incensed that the president's proposed plan, announced late last month, came just three days after the university's senate voted against the move. "It is very, very unusual that a president would overrule senate," said Professor Ian McLachlin, a key opponent of the college closures. "This is seen by a lot of us as a coup against the normal processes

at the university."

The plan to close Trent's two downtown colleges is based on the report of an 11-member presidential task force set up earlier this year which critics say was made up almost exclusively of administrators and managers. Under the plan, Trent would use the proceeds from the sale of the downtown colleges to partially fund a \$70 million expansion of the main campus with the remainder of the money coming from the province of Ontario's Superbuild Growth Fund and private donations.

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L'Université Trent ferme des collèges

DE nombreux professeurs et étudiants de l'Université Trent sont outrés par le projet de la rectrice Bonnie Patterson visant à restructurer l'université, notamment à fermer et à vendre le collège Peter Robinson et le collège Trill, deux des populaires collèges de Trent situés au centre-ville.

Les opposants sont d'autant plus furieux que le projet de la rectrice, annoncé le mois dernier, a été déposé juste trois jours après que le conseil d'université eut voté contre.

«Il est très, très inhabituel qu'un recteur annule la décision d'un conseil d'université», a déclaré le professeur Ian McLachlin, farouchement opposé à la fermeture des collèges. «Nous sommes nombreux à percevoir cette façon d'agir comme une attaque contre la procédure normale de l'université.»

Le projet de fermeture des deux collèges du centre-ville se fonde sur le rapport d'un groupe de travail de 11 membres mis sur pied par la rectrice plus tôt cette année. Selon ses détracteurs, il se compose presque exclusivement d'administrateurs et de gestionnaires. En vertu du projet, l'université utilisera le produit de la vente des deux collèges pour financer partiellement l'agrandissement du campus principal au coût de 70 millions de dollars. Les sommes manquantes proviendront du Superfonds de croissance

de la province de l'Ontario et de dons privés.

Les professeurs et les étudiants des deux collèges menacés de fermeture ont réagi vivement et énergiquement. Un certain nombre de manifestations ont eu lieu et une pétition, signée par plus de 150 entreprises du centre-ville, a été présentée au conseil d'administration le mois dernier.

Dans l'intervalle, le président du comité du conseil d'université sur l'aménagement et l'utilisation de l'espace exhorte l'administration à consacrer plus de temps à l'étude des répercussions des changements proposés.

Le professeur McLachlin et d'autres personnes opposées à la fermeture des collèges préviennent que la rectrice et le conseil d'administration ouvrent la voie à une contradiction juridique en annulant la décision du conseil d'université.

«Le conseil d'université devra discuter de ce qu'il doit faire avec une rectrice qui ne respecte pas ses souhaits», a ajouté M. McLachlin. «Je ne pense pas que la réputation d'aucun recteur de Trent n'ait souffert autant.»

Même si le conseil d'administration a donné son feu vert, le dossier est loin d'être réglé. La collectivité

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New Members Join CAUT

FACULTY at two of Canada's most respected religious universities were welcomed into CAUT at the November CAUT Council. Delegates endorsed the membership applications of both the faculty association at the Atlantic School of Theology in Halifax and at Saint Paul University in Ottawa.

Atlantic School of Theology, an ecumenical school of theology, was founded in 1971 by institutions of three founding parties: the Divinity Faculty of the University of King's College (Anglican Church of Canada), Holy Heart Theological Institute (The Roman Catholic Episcopal Corporation of Halifax) and Pine Hill Divinity Hall (United Church of Canada). It is specially characterized as an ecumenical, tridenominational theological school with a unified board of governors, senate, faculty, student body and curriculum.

Saint Paul University is over a hundred years old. It is a bilingual Catholic institution of higher-learning, with a student body of about 1,000. It has the largest religious studies research library in Canada and offers courses from the bachelor to the doctoral level.

CAUT Backs Health Initiative

CAUT expressed strong support for proposed federal government legislation establishing the Canadian Institutes of Health Research (CIHR) to replace the Medical Research Council of Canada.

In testimony before the Standing Committee on Health on Bill C-13 earlier this month, CAUT executive director Jim Turk praised the clearly stated objectives for the CIHR of creating new knowledge and translating it into improved health for Canadians, developing more effective health services and strengthening the Canadian health care system.

CAUT also praised the legislation's broad conception of health which extends to "the health of populations, societal and cultural dimensions of health, and environ-

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Our Future.

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NEWS • ACTUALITÉS

Employment Insurance Ruling Marks Victory for Sessional Instructors

By MARK FRANKE

WHILE sessional teaching is playing an increasingly important role in undergraduate education, persons taking up these positions tend to perceive their labour as undervalued within the university. The work of creating, preparing and conducting new courses (often at relatively short notice) generally seems more rewarding at a personal and professional level than it is remunerative.

Whether or not they are truly neglected as workers by the respective departments that hire them, sessional instructors at Canadian universities and colleges face serious concerns in how these institutions' payroll officers and the federal government measure their labour outputs.

Under Revenue Canada rules, Canadian schools typically register a fixed number of hours for the services performed by sessional instructors. But in the vast majority of cases — especially where one is hired as "part-time" — this calculation grossly underestimates actual hours worked.

Despite having worked as much as 12 months in a row, when sessional instructors fulfill their contracts, they are often ineligible for the employment insurance benefits they may need to sustain themselves until the next teaching opportunity arises.

Placed personally in this position in early 1998, I discovered the chronic misrepresentation of hours worked by sessional instructors may be successfully challenged by the same set of regulations that have permitted this ongoing problem.

In January of 1998, I submitted an application for EI benefits on the basis of having just completed teaching contracts for the summer and fall of 1997 at the University of Victoria. My personal records demonstrated I had worked at least 15.5 hours more than the 910 hours required for benefits.

Yet, the official record of employment I received from UVic indicated I had worked only 344 hours in fulfilling my teaching duties. My claim for benefits was rejected on the basis of this document, as it was again at two different levels of appeal.

However, after I presented my case and argued my appeal in a hearing at the Tax Court of Canada in Vancouver on July 29, 1999, Judge Michael J. Bonner ruled the federal government had erred in accepting the record of hours provided to them by UVic.

As is often the case for sessional instructors, I was hired by UVic with only the vague agreement that I perform "teaching duties." In addition, as is also common practice,

my appointment papers allotted lump sums of money for each course taught. And the hours worked that UVic registered on my record of employment were derived from an abstract "full-time" or "part-time" and the number of hours scheduled for classroom teaching.

My complaints were based on the fact that this formula did not sufficiently account for the hours I needed to properly prepare and write lectures, and it left completely unrepresented the many hours I spent evaluating assignments, supervising a teaching assistant, consulting with students during office hours, writing and invigilating exams, and creating and preparing the courses to begin with.

In addition, I argued that this formula was not consistent with the intent behind it. For example, through late July and August of 1997 I was hired to teach two summer courses that required me to lecture for a combined total of 20 hours a week. Yet, as a "full-time" instructor, the formula deemed me to be teaching only nine hours a week. And the hours allotted to me for preparation and other duties outside class time were reckoned from this incorrect nine-hour figure.

Counsel for Revenue Canada argued in the court against my appeal on the basis of Subsection 10(1) of the employment insurance regulations, which reads:

"Where a person's earnings are not paid on an hourly basis but the employer provides evidence of the number of hours that the person actually worked in the period of employment and for which the person was remunerated, the person is deemed to have worked that number of hours in insurable employment."

However, Judge Bonner rejected this stand, given that UVic did not and could not offer any evidence whatsoever of the hours I had "actually worked."

Furthermore, despite the fact much of the labour I had put into preparing my courses was performed prior to the beginning of classes and thus prior to "the period of employment," the judge ruled I could justifiably include such labour time in my calculation of hours, as this work was required for the proper fulfillment of my general teaching duties.

This judgment provides a small victory for sessional instructors seeking greater respect in the workplace. And it suggests Canadian academic institutions must become far more explicit in the expectations they have of their temporary teaching staff. In the meantime, sessional instructors would do well to keep detailed records of the hours they put into the job from the moment of appointment. ■

(Instructor Mark Franke has taught at both the University of Victoria and the University of Northern British Columbia.)

UBC Faculty Members Vote for Labour Board Recognition

ON Dec. 1, 1999, the members of the UBC Faculty Association voted 79 per cent in favour of bringing their collective agreements with the university under the B.C. Labour Code. The vote was precipitated by a challenge to the status of the faculty association as the legitimate bargaining agent for all its members in front of the B.C. Labour Relations Board.

Specifically, the challenge was brought by CUPE's certification application for sessional faculty, many of whom have been represented by the faculty association since 1975 when the association achieved bargaining rights. The faculty association had been attempting for many years to expand its bargaining unit to include all sessional faculty. This was achieved in January 1999.

The application brought by CUPE was opposed in the first instance by both the university and the association on the basis that a separate unit of sessional faculty was inappropriate given the functional integration, or similarity of core functions, between sessional and tenure track faculty.

At the labour board hearings held in September 1999, sessional faculty testified that they frequently taught the same courses as tenure track faculty, were involved in course development along with other faculty, and shared the same aspirations as faculty in tenure track positions. CUPE's position was, in part, that many possible "appropriate" units were

possible, including one of sessional faculty. The hearings were adjourned for consideration of these arguments before considering the question of the status of the faculty association. However, on Nov. 1 an interim judgement was rendered which indicated the need for further inquiry of the status issue.

The faculty association's authority for collective bargaining is derived from an agreement on the framework for collective bargaining which was originally negotiated in 1975. To formalize the bargaining relationship as one within the parameters of the Labour Relations Code, a number of amendments to the agreement were required. These amendments were negotiated and on Nov. 10 Dr. Barry McBride, Vice President Academic and Provost, provided written confirmation the amendments to the framework agreement proposed by the faculty association that would formalize the existing collective bargaining relationship as one of voluntary recognition under the Labour Relations Code would be recommended to the board of governors if they were ratified by the general membership. A ballot to this effect was accordingly issued.

The amendments ratified by the membership will now be presented to the board for ratification. Subsequently, the hearing before the labour board will resume and a ruling regarding CUPE's certification application will be rendered. ■



WTO Threatens Our Health & Education Systems

By BILL GRAHAM

PUBLIC education and public health care in Canada are at risk in the World Trade Organization. Pierre Pettigrew, Canada's Minister of Foreign Affairs and International Trade, proclaimed in Seattle that Canadian public education and health care would not be on the table. But he presented no means by which he or the government would protect our education and health care systems from attack under the rule structures of the General Agreement on Trade in Services (GATS) which will be renegotiated starting early next year despite the failure of the recent Seattle meeting.

ESTABLISHED five years ago, on Jan. 1, 1995, the WTO replaced the General Agreement on Tariffs and Trade (GATT) which was drafted in 1947 along with the World Bank and the International Monetary Fund. The WTO is a forum for negotiations over trade, and to settle trade disputes among member states.

The primary purpose of the WTO is to liberalize global trade to the fullest extent possible by freeing it from any form of government regulation. Its agenda is deregulation and privatization. Member states have access to the markets of other member states. If they are found to be in violation of the rules established by the WTO member states can be severely punished.

Decision making in the WTO is controlled by the world's most powerful countries, including the United States, Japan, the European Union and Canada, but the real power lies in the hands of the multinational corporations which carry on most of the world's trade. Thus, the WTO rules have been described as nothing more than an international bill of rights for multinational corporations. Those rules severely limit the ability of member states to regulate international trade.

The laws of member states may be undercut by the force of the WTO which acts not only as legislator of its own rules, but as judge and jury as well. The WTO does not operate democratically. And, since trade negotiations are carried out in secret, there is no public accountability either.

The GATS is one of about a dozen trade agreements contained within the WTO. It covers just about every possible means of supplying a service.

It includes the right of a member state to set up a commercial presence in the export market of another member state, i.e., the right to establish a private business to supply private health care

or private education and a myriad of other services.

Canada has, in general, committed itself to maintaining a publicly funded health care system through the Canada Health Act, and a publicly funded education system including colleges and universities.

GATS puts our public health care and education systems at risk by the deregulators and privatizers. Government funding now provided to public institutions would have to be provided to the private institutions as well.

Moreover, laws protecting the environment or establishing labour standards can be considered as barriers to free trade; so too can be food and drug safety regulations and child-labour laws, for example. They can all go the way of the Canada/US Auto Pact, the most successful trade agreement in history between the two states — which is now, however, in violation of WTO rules.

It is true that GATS only applies to services which are specified by the member state in question, which is why Minister Pettigrew alleges Canada will not put health care and education on the WTO table. However, it is not that simple. The U.S. and the European Union have made it known they intend to broaden the application of GATS to these two sectors, and when they do, Canada will be hard pressed to avoid the consequences.

Furthermore, the WTO Agreement on Trade-Related Intellectual Property Rights (TRIPS) transforms the entire area of domestic intellectual property rights into a regime subject to WTO rules which, in effect, are the U.S. rules. Intellectual property rights are supposed, in theory, to recognize and reward intellectual creativity and innovation.

But TRIPS is based on a highly restricted notion of creativity and innovation — roughly similar to the very restricted notion in the report of the Expert Panel on the Commercialization of University Research. It is weighted in favour of multinational corporations and against the citizens of the world in general. It is a shift from rights held in common to rights held privately. As the internationally acclaimed Indian physicist and ecologist, Vandana Shiva, has said:

TRIPS is "a mechanism for the privatization of the intellectual commons and a deintellectualization of civil society. The mind becomes a corporate monopoly." It is "a prescription for a monoculture of knowledge ... Intellectual property rights are recognized only as private rights ... recognized only when knowledge and innovation generate profits, not when they meet social needs ... the social good is no longer recog-

nized. Once priorities shift from social needs to potential return on investment, entire streams of learning will be forgotten ... The tree of knowledge withers from the 'enclosure of the intellectual commons.' Innovation in the public domain is necessary for the innovation that is privatized by IP. The return-on-investment logic linked to IP, however, fails to replenish the public support to the public domain."

About a year ago a combination of NGOs and ordinary citizens forced the OECD to give up (at least temporarily) its attempt to enact the Multilateral Agreement on Investment, which would have meant Canada could not protect the environment, social policy or culture.

Now, with similar threats coming from the WTO, most Canadians remain unconvinced the federal government will take action to protect the environment, labour standards, or our public institutions of health and education.

These fears are exacerbated by the Harris and Klein governments which support special corporate interest groups instead of the broader public interest of civil society.

That is why there must be a citizens' democratic alternative to the WTO as it now stands, an international agreement which would require transnational corporations, in exchange for access to markets, to meet social obligations that would ensure democratic rights and freedoms, and enshrine citizens' rights to public social services, health care, and education.

CAUT, along with our international sister higher education associations passed at the recent Education International conference in Budapest a strong set of recommendations concerning the WTO.

It stated that "the free market model which underpins these liberalization efforts is inappropriate for tertiary education and education generally"; that "education be excluded from the scope of the GATS"; that there be "full openness and transparency of negotiations on trade in services, publication of government mandates, consultation with national unions, publication of reports and projects discussed within the OECD"; that there be "full participation by national education unions in the determination of their countries' position"; that there be "recognition of the right of national governments to regulate the supply of tertiary education services"; and that "action taken by governments for the provision of public tertiary education cannot be considered a disguised restriction on trade in services." ■



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As part of the effort to invest in the next generation of scholars and with financial support from the Ford Foundation, the Academic Council on the UN System has established a competitive awards program for two social scientists or the equivalent for legal scholars. These awards can be used independently or in conjunction with another fellowship. Subsequent to review by an independent selection committee, these awards will be disbursed in July 2000 to cover the period 1 July 2000 - 30 June 2001.

A completed application will include a 3-4 page description of the applicant's dissertation research proposal, curriculum vitae, and at least one letter of recommendation from the applicant's doctoral mentor or a faculty member who knows his/her work. It is the sole responsibility of the applicant to ensure that his/her dossier is complete by the application deadline. Completed applications must be postmarked no later than 15 January 2000.

Applicants must be (or must become) ACUNS members and will be notified of the decision of the selection committee during the spring of 2000. For further guidelines and an application form, please contact:

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Galilee Fellowships for Visiting Canadian Scholars

The Canadian Committee for the Promotion of College and University Education in the Galilee is now accepting applications for its "Galilee Fellowships for Visiting Canadian Scholars." The fellowships allow distinguished Canadian academics to teach at three colleges in Israel's eastern Galilee over the next academic year: Tel-Hai College, Safed College, and Jordan Valley College.

Candidates interested in applying for a Galilee Fellowship in the next academic year (July 2000 to July 2001) should send their applications, before December 31, 1999, to:

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Trent University to Sell Colleges

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The reaction from faculty and students at the two colleges slated for closure has been swift and energetic. A number of demonstrations have been held and a petition against the plan signed by more than 150 downtown businesses was presented to the board of governors late last month.

Meanwhile, the chair of the senate's site development and space utilization committee is urging the administration to allow more time to consider the implications of the proposed changes.

Professor McLachlin and other opponents of the closures are warn-

ing that by overruling the senate, the president and the board of governors have opened up a "constitutional contradiction."

"The senate will have to discuss what to do with a president that goes against its wishes," added McLachlin. "I don't think a president's standing at Trent has ever suffered as much."

Despite getting a green light from the board of governors, however, the matter is far from resolved. The university community appears split not only on the merits of the president's report but also on the appropriateness of the way in which she has pushed her agenda.

Critics worry that the president has proceeded by shutting out the Trent community from participation in decisions that will dramatically alter both the physical and integral face of the university.

By ignoring the advice of the senate, critics say, president Patterson has effectively silenced the university's statutorily empowered academic governing body. They ask that if she is prepared to ignore the senate in this instance, will she ever take recommendations of the senate seriously again? ■

This feature was supplied by Ken Field, Principal of Lady Eaton College at Trent and a member of CAUT's Executive.

CAUT Backs Health Initiative

From PAGE 1

mental influences on health."

CAUT did express two ways in which Bill-13 could be improved through amendment. One concerns the requirement for the CIHR to promote commercialization.

Turk drew the Committee's attention to a statement by a subcommittee of CIHR's interim governing council that "public health objectives and the objectives of the private sector do not always coincide. For this reason, the Interim Governing Council of the CIHR has affirmed that public health objectives have primacy in CIHR's policies and programs over economic development objectives."

"The wording in Section 4(i) of the bill is contrary to this statement," Turk said. "This section imposes an explicit obligation on the CIHR to promote commercialization of health research. It should be removed from the legislation."

CAUT also advocated changes for appointment of members to the CIHR's governing council. Current wording would limit their term's length relationship to the government since they would be appointed to hold office "during pleasure," Turk suggested this should be replaced with wording that would allow removal of members only for "cause."

Turk also noted the absence of any reference to conflict of in-

terest. With the growing number of medical researchers being threatened by pharmaceutical companies because of adverse research findings, Turk suggested the legislation should be amended to assure no one representing major commercial interests in health care be eligible to sit on the CIHR's governing council.

"The CIHR governing council will ultimately be responsible for funding the bulk of health research in Canada. It must be, and must be perceived to be, untainted by private commercial interests," Turk said.

It is expected that Bill C-13 will proceed to second and third reading quickly. ■

Un projet de loi pour les IRSC

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renforcer le système de santé au Canada.

M. Turk a également loué la conception large donnée à la santé par le projet de loi qui s'étend à la «santé des populations, [aux] dimensions sociales et culturelles de la santé et [aux] effets de l'environnement sur la santé».

Cependant, l'ACPPU a proposé deux modifications pour améliorer le projet de loi. La première porte sur l'obligation des IRSC de promouvoir la commercialisation.

M. Turk a attiré l'attention du comité sur une déclaration faite par un sous-comité du conseil d'administration intermédiaire des IRSC selon laquelle les objectifs de la santé publique et les objectifs du secteur

privé ne se rejoignent pas toujours. Le sous-comité a ajouté que le conseil d'administration intermédiaire avait affirmé que les objectifs de la santé publique prévus dans les politiques et les programmes des IRSC l'emportaient sur les objectifs de développement économique.

D'après M. Turk, le libellé du paragraphe 4(i) du projet de loi est contraire à cette déclaration. En effet, les IRSC se voient imposer l'obligation de mettre en marché la recherche canadienne dans le domaine de la santé. M. Turk estime que cette obligation devrait être supprimée du projet de loi.

En outre, l'ACPPU préconise une modification des critères de nomination des membres du conseil d'administration des IRSC. Le libellé actuel limite leur bien d'indé-

pendance avec le gouvernement puisqu'ils sont nommés «à titre amovible». M. Turk a proposé de remplacer le libellé par un autre qui permettrait la destitution des membres «à juste titre» seulement.

M. Turk a aussi fait remarquer l'absence de toute mention aux conflits d'intérêts. Étant donné que de plus en plus de chercheurs en médecine subissent les menaces des compagnies pharmaceutiques parce que leurs conclusions de recherche sont contraires aux attentes, M. Turk a proposé que le projet de loi soit modifié pour garantir qu'aucune personne représentant d'importants intérêts commerciaux dans le domaine de la santé ne soit admissible à un poste au conseil d'administration des IRSC.

«En dernière analyse, il reviendra au conseil d'administration des IRSC de subventionner le gros de la recherche en santé au Canada. Il ne doit pas être corrompu par des intérêts commerciaux, et doit être perçu comme tel», a déclaré M. Turk. ■

Traduit de l'article «CAUT Backs Health Initiative».

Equity News

Fighting Against Gender Bias

THE war against the gender inequality in universities across North America is being waged with a sense of renewed hope thanks to the successful efforts of women in the school of science at the Massachusetts Institute of Technology (MIT).

Earlier this year, a committee commissioned by the school's dean, Robert Birgeneau, found that women academics were the subject of unequal treatment by the university. Specific areas of unequal treatment were salaries, benefits, research grants, the allocation of laboratory space, and academic decision-making processes in departments. Following the release of the report, a number of improvements have been implemented, including increases in salaries and laboratory space for women researchers at MIT.

Professor Nancy Hopkins, whose initial complaints and subsequent efforts led to the report, is currently a speaker in high demand at universities across the United

States. She explains how discrimination can be both an invidious and systemic barrier to the achievement of women academics' career goals. A number of other universities have now commissioned studies of the gender inequities in their own institutions. Among these are Harvard Medical School and UCLA.

Canadian women are also organizing on a number of campuses to achieve systemic changes that eliminate disparities between male and female academics in their own institutions. Although institutional recognition of discrimination has been slow in coming, activists are hopeful the climate for change may be warming up with a number of large prestigious American schools leading the way.

Birgeneau, the ex-MIT dean who took the complaints of discrimination seriously and acted to investigate them, was appointed the new president of the University of Toronto earlier this month. He will take office on July 1, 2000. ■

CAUT Condemns Plans for Private Universities

DELEGATES to CAUT's national Council meeting in mid-November passed a resolution opposing the establishment of private degree-granting universities and supporting a strong public post-secondary education system in Canada.

"Our members have taken a clear stand in favour of public education and against private universities and a two-tier system," said CAUT president Bill Graham. "We know that only a properly funded public higher education system ensures that knowledge is freely available and that opportunities to learn are accessible and affordable to all Canadians."

CAUT also released a detailed report on university finances in November, *Not in the Public Interest*,

which argues that increasing reliance of universities on outside sources of funding has led to the creeping privatization of post-secondary education.

The report warns that increased private financing of universities is reducing public control over academic affairs and research.

CAUT's resolution in support of public post-secondary education comes in the wake of a proposal to establish a private university in Squamish, British Columbia, and suggestions by the government of Ontario to consider accreditation of private degree-granting universities.

"CAUT will be campaigning aggressively to oppose these initiatives and to promote public education," said Graham. ■

Trent ferme des collèges

Suite de la PAGE 1

universitaire semble divisée non seulement sur les mérites du rapport de la rectrice mais aussi sur la manière opportune dont elle a imposé son point de vue.

Les critiques s'inquiètent de la façon dont la rectrice a agi en empêchant la collectivité de Trent de participer à ces décisions qui transformeront radicalement l'aspect physique et spirituel de l'université.

Selon les critiques, en passant outre à l'avis du conseil d'université, la rectrice Patterson a réduit au silence l'organe de direction légalement habilité des universitaires. Puisque cette fois-ci, elle était prête à ignorer le conseil d'université, ils se demandent si elle ne prendra jamais au sérieux ses recommandations à l'avenir. ■

Traduit de l'article «Trent to Sell Colleges».

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Laurentian Faculty Ratify Three-Year Agreement

By ANIS FARAH

ON Nov. 8, the faculty at Laurentian University voted 89 per cent in favour of a three-year collective agreement. The settlement, retroactive to July 1, 1999, was reached after lengthy negotiations accompanied by mediation.

In the first year, the salary portion of the settlement provides for a two per cent across the board increase, a catch-up of \$100,000 distributed equally among the continuing faculty, a progress through the ranks increment (PTR), and a merit increment having a value of one PTR (equivalent to 0.1 per cent) to be awarded to at least five per cent of the faculty. Additionally, the floors and the ceilings will be increased by three per cent and the PTR value for the lecturer, assistant, and associate ranks will be increased by 11.1 per cent, 8 per cent, and 6.5 per cent respectively.

In each of the second and third years of the agreement, there will be an across the board increase equal to the average percentage increase to the base salaries at the other Ontario universities, a catch-up of 1.5 per cent divided equally among the continuing faculty, a PTR and a merit increment as per the first year. The floors and ceilings will be increased by two per cent for the second year and by one per cent for the third year.

The agreement also provides an additional catch-up based on sharing the gross increase in the university's revenues. Details of the revenue-sharing formula will be negotiated or arbitrated in the next few months. The maximum that can be achieved by the formula will be 2.5 per cent for each of the second and third years.

The settlement modifies the current collective agreement to allow members to apply for the special voluntary early retirement plan as early as age 57. Previously, this plan was available only to members aged 60 and over. Approval for those below age 60 will be dependent upon the financial benefit to the university and the ease of recruiting a replacement. The retiring incentive consists of 1.75 per cent of the member's salary times the years of service up to a maximum of 50 per cent of salary. This amount is paid annually for five years or over the years remaining to normal retirement at age 65, whichever is shorter.

Notable among the non-monetary issues is the establishment of a joint faculty association-administration faculty renewal committee to devise a strategy to deal with the impending retirement of a significant proportion of the faculty over the next few years.

The negotiators were not able to resolve several important issues

and agreed that committees be established to make recommendations to the faculty association and the administration.

These include a teaching load committee to make recommendations regarding possible reduction in the teaching load and the impact of Internet-based teaching, and a pension committee to study the feasibility and advisability of establishing a separate pension plan for the faculty. Currently, the faculty representation on the committee overseeing the pension plan amounts to a mere 20 per cent despite the fact the faculty own 70 per cent of the pension fund.

Other committees were established to deal with the administrative structure of the university, patents and copyright, and safety of the work environment.

It is worth noting that Laurentian's faculty have been relegated to the bottom of the salary scale of the Ontario university system since the imposition of the Social Contract. The objective of this round of negotiations was to raise the average salary at Laurentian to the Ontario system salary average. In this regard, some limited gains were made, and it is expected that the revenue-sharing formula will provide additional catch-up. ■

(Anis Farah is chief negotiator for the Laurentian University Faculty Association.)

McGill University Grab for Intellectual Property Rights

If the McGill University administration has its way, faculty ownership of marketable inventions at that institution will be a thing of the past. Under a proposed new intellectual property policy, such discoveries will no longer be shared jointly by the inventor and the university. Rather, the university would be the sole owner.

McGill Association of University Teachers president Myron Frankman, who opposes the change, says the existing joint ownership policy works well and provides an equal voice for both individual faculty and the larger university community in the development of discoveries.

"But venture capital wants one-stop shopping when it comes to acquiring rights in an invention," said Frankman. "Rather than sort out which faculty member owns what, investors want to deal on an exclusive basis with university administrations."

"This issue is one of business efficiency versus faculty rights," said Frankman.

According to Frankman, the motivation is not a desire for more money for university coffers. "The strongest proponents of the proposed policy freely admit it is not going to solve the university's financial problems. By their own figures, revenue from com-

mercializing faculty research will account for less than 1 per cent of total university budgets," Frankman noted.

CAUT president Bill Graham said the McGill administration initiative follows from the report of the federal government's Expert Panel on the Commercialization of University Research. "Mandatory university ownership of intellectual property is a cornerstone of the expert panel's report," he said.

"This particular proposal is part of a larger national effort to strip the faculty of intellectual property ownership and reconfigure university research to cater to the needs of private industry" said Graham. "Not only does this agenda undermine the process of free collective bargaining, but it is also a direct threat to academic freedom."

In its published rationale for the proposal, the McGill administration cites the expert panel's report as a major justification for the new policy.

According to Frankman, adoption of the proposal at McGill is not a foregone conclusion. "Opposition to the policy is growing," he said. "Without faculty support, it will be very difficult for the administration to implement their plan." ■

Canadian Universities Face Creeping Privatization

CANADIAN university revenues hit an all-time high of \$12 billion in 1998, but the increase was due almost entirely to rising student fees, income from private sources, and investment income from trust funds, a new report from CAUT shows.

Not in the Public Interest, authored by CAUT visiting fellow Ron Melchers, explores the state of university finances over the past 25 years.

The report concludes that the public interest is being endangered by the withdrawal of public support, the increased reliance on private funding sources, and by administrators' decisions to shift funds away from the core functions of the university.

"Government grants and contracts have declined steadily as a share of university revenues since 1978, when they represented 74.5 per cent of total revenues, to 1998 (55.6 per cent of revenues)," the report notes.

The shortfall in public funding, however, was more than offset by increased revenues from private sources.

In particular, the report reveals, the most significant change

over the past 25 years has been the transfer of financial responsibility for university education from governments to students.

"Student fees grew from \$388.7 million in 1981 to \$2.3 billion in 1998, a change in real dollars of 224 per cent," the report states.

Outside of rising student fees, the fastest growing source of university revenues is private grants and contracts for sponsored research ac-

tivities. Sponsored research made up 9 per cent of university revenue in 1972; by 1998 that figure had swollen to 17 per cent.

Meanwhile, while revenues have rebounded, expenditures on the core functions of the university — teaching and non-sponsored research — continue to decline as administrators instead shift more resources to building their special purpose and trust funds.

Academic rank salaries now represent just 27 per cent of total noncapital expenditures, down from 34 per cent in 1973. The number of full-time faculty in Canadian universities declined from 37,422 in 1991 to 33,327 in 1998.

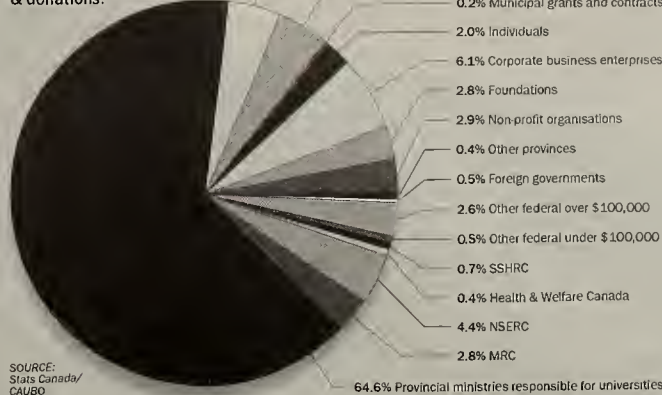
"The traditional functions of the university, services performed mainly by academic staff, have declined in priority for university decision-makers," the report concludes.

"This report raises some very serious concerns," noted CAUT president Bill Graham.

"What's driving the changes we see today is the desire for administrators to take universities out of the public realm and to make them less accountable to the public interest." ■

UNIVERSITY REVENUES BY SOURCE 1997-98

Revenue from gov't. & non-gov't. grants & contracts, private bequests & donations.



SOURCE: State Canada/CAUT

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Bishop's Settles Salary Dispute

FOLLOWING the enthusiastic response by Bishop's faculty to the Association of Professors of Bishop's University (APBU) policy of non-cooperation and job action, intense negotiations resulted in a salary reopener settlement ratified by APBU members on Dec. 7.

The agreement represents an overall 6.7 per cent to the salary mass distributed as a weighted average: 7.2 per cent to the floor of assistant professor, 6.2 per cent to the floor of associate professor and 6.2 per cent to the floor of full professor. Three new steps, at a reduced rate, have been added to the top of the scale of full professors. Librarians will receive 82.5 per cent of the new faculty increment scale, to be paid over the next three years. The new salary scales will become effective on June 30, 2000.

A lump sum payment of 3 per cent of the regular salary for 1999-2000 will be paid to members within a month. The 1.1 per cent clawback for the last year of the contract will be cancelled and the amounts already deducted since July 1 refunded — also within a month.

Both sides agreed to establish through a joint committee criteria which would address salary differentials for new and recent appointments.

"The achievement of this excellent settlement is directly related to the massive solidarity shown in the job action," said David Seale, APBU chief negotiator. "The impact of a newly united faculty will be felt at the university for some time to come."

Prix des bibliothécaires

EARLE Ferguson, bibliothécaire à la retraite de l'Université du Manitoba, est le lauréat du prix des bibliothécaires pour services émérites de 1999 de l'ACPPU.

M. Ferguson est reconnu pour son apport à l'avancement du statut et des conditions de travail des bibliothécaires d'université au cours de sa longue carrière à l'Université du Manitoba.

Son solide engagement au sein de l'association des professeurs l'a amené à remplir des mandats à titre de secrétaire général, de membre exécutif, de vice-président et de président. Les bibliothécaires ont été inclus dans les premières conventions collectives en grande partie grâce à ses efforts.

Pendant qu'il a été membre de l'administration des bibliothèques et, à la fin, comme directeur des bibliothèques de l'université, il a constamment encouragé les bibliothécaires à participer aux affaires universitaires. Il a mis sur pied le conseil des bibliothèques et s'est employé à le faire reconnaître par l'université.

M. Ferguson a pris sa retraite en 1998 mais il continue de remplir la fonction d'agent de griefs de l'association des professeurs.

On lui a remis le prix à l'occasion de l'assemblée de novembre du Conseil de l'ACPPU.

Traduit de l'article «1999 Academic Librarians' Service Award Presented».

CAUT Appointment Victoria Smallman

CAUT has appointed Victoria Smallman to the newly-created position of Organizer.

Ms. Smallman is a former chair of the Canadian Federation of Students (Ontario) and has served terms both as president of the Canadian Union of Educational Workers (Local 6, representing teaching assistants and part-time instructors at McMaster University) and on the national executive board of the CUEW.

She has worked for the Ontario Confederation of University Faculty Associations and the New Democratic Party of Canada.

She is near completion of a PhD in English from McMaster University, has a M.A. from University College, Dublin in Anglo-Irish Literature, and a B.A. from St. Francis Xavier University. Ms. Smallman is



Victoria Smallman starts as Organizer in January 2000.

currently a program officer with the Canadian Council for International Co-operation and will take up her position at CAUT in January 2000.

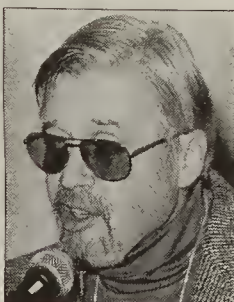
1999 Academic Librarians' Service Award Presented

RETIRED University of Manitoba librarian Earle Ferguson is the recipient of the 1999 CAUT Academic Librarians' Distinguished Service Award.

Mr. Ferguson has a distinguished record of contributions to the advancement of the status and working conditions of academic librarians over the course of his lengthy career at Manitoba.

His strong involvement in the faculty association led to terms of service as executive secretary, executive member, vice-president, and president. It was largely due to his efforts that academic librarians were included in the early collective agreements.

During his term as a member of the library administration, and ultimately director of libraries at Manitoba, he actively encouraged librarians to participate in university affairs. He established a librarians' council, and worked towards having the council recognized by the university as a parallel to faculty councils.



Earle Ferguson, retired librarian from the University of Manitoba, earns the CAUT award for contributions to the advancement of the status and working conditions of academic librarians.

Mr. Ferguson retired in 1998, but continues to serve as the faculty association grievance officer. He received his award at the November CAUT Council meeting in Ottawa.

In his letter of support for Earle Ferguson's nomination, University of Manitoba Faculty Association president Jay Goldstein writes: "Earle has devoted a great deal of time and energy to the many positions that he has held in UMFA over the years. He has consistently reminded both the members of UMFA and the wider university community of the important role played by academic librarians... That the academic librarians are among the staunchest UMFA supporters is in large measure due to the fact that Earle has focused the attention of our association on matters of particular importance to the librarians."

The CAUT Academic Librarians' Distinguished Service Award was established in 1994 in order to recognize outstanding service by academic librarians or faculty who have contributed to the advancement of the status and working conditions of academic librarians at Canadian universities.

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CALL FOR NOMINATIONS TO CAUT OFFICER POSITIONS AND AS CHAIRS AND MEMBERS OF CAUT STANDING COMMITTEES

Nominations are now being actively sought for election to the Executive Committee, namely CAUT President, Vice-President, Treasurer and two Members-at-large. Nominations are also being sought for election to positions on the four CAUT standing committees: Academic Freedom and Tenure — Person Chairing, three vacancies; Collective Bargaining and Economic Benefits — Person Chairing, three vacancies; Librarians — Person Chairing, two vacancies; Status of Women — two vacancies.

Individual affiliated members and associate members of CAUT are entitled to make nominations.

In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated. Elections will take place at the CAUT Council meeting in Ottawa in April 2000.

DESCRIPTION OF POSITIONS

The President: Responsible for guiding the affairs of the Association between meetings of Council and for ensuring that policies approved by Council are implemented. A nominee for the position of President should have had considerable experience in faculty association affairs at the local or provincial level.

The Vice-President: Responsible, in particular, for the publications program of CAUT and, as a senior officer, for assisting the President with his or her responsibilities.

The Treasurer: Responsible for the preparation of draft budgets and financial statements and for ensuring that proper controls remain in place to ensure the financial integrity of the Association.

COMMITTEE MEMBERS

Academic Freedom and Tenure Committee: Nominees for positions on the Academic Freedom and Tenure Committee should have considerable experience in the area of professional rights, grievances and discrimination policy. Nominees should also have knowl-

edge of policy matters pertaining to academic rights. Nominees should be willing and available to dedicate considerable time to the work of the Committee between meetings (four per year) including fact-finding missions, drafting of documents, and other related duties.

Collective Bargaining and Economic Benefits Committee: Nominees for positions on the Collective Bargaining and Economic Benefits Committee should have demonstrated experience in the area of collective bargaining and/or analysis of economic benefits. Nominees should be able to commit time in between meetings (three per year) to the work of the committee, including conference planning, drafting of documents and other related activities.

Librarians' Committee: Nominees for positions on the Librarians' Committee should have considerable experience and knowledge of the professional interests and academic concerns of librarians at Canadian universities. Nominees ought to be aware of policy matters pertaining to academic rights and working conditions of university librarians. Nominees should be willing and available to dedicate significant time to the Committee's work between meetings (three per year), including the biennial conference, annual insert to the *Bulletin*, drafting or editing documents, responding to enquiries and other related activities.

Status of Women Committee: Nominees for positions on the Status of Women Committee should have considerable experience representing the interests of and coordinating strategies promoting the status of women. Nominees should also have knowledge of policy matters pertaining to the status of women. Nominees should be willing and available to dedicate considerable time to the work of the Committee between meetings (three per year), including the biennial conference, annual *Bulletin* insert, drafting of documents, and other related duties.

TERM OF OFFICE

The term of office for the President, Vice-President and Executive Committee Members-at-large is one year. The term of office for the Treasurer is two years. The term of office for the Persons Chairing the Librarians' Committee and the Collective Bargaining and Economic Benefits Committee is two years. The term of office for the Person Chairing the Academic Freedom and Tenure Committee is three years. (Nominees for the Person Chairing normally must have served at least one year on the Committee.) The term of office for members of CAUT standing committees is three years.

NOMINATION PROCEDURE

Nominations should be sent to:

Professor Gordon Shrimpton
Person Chairing, Elections and Resolutions Committee
CAUT, 2675 Queensview Drive, Ottawa, ON K2B 8K2
Fax (613) 820-7244

They should include: (1) a letter of nomination; (2) a brief statement of why the nominator feels the nominee is qualified to serve; (3) the agreement of the nominee to serve if elected; (4) a completed copy of the "Standard Information Form" (available from any faculty association office or from CAUT); and (5) for nominees to the Academic Freedom and Tenure Committee, a full academic c.v.

Note: Information on release time for CAUT Officer positions and CAUT Standing Committee Chairs can be found in the Information Service tab no. 48 pages 4-7.

NOMINATION DEADLINES

- Academic Freedom and Tenure Committee: January 7, 2000
- Collective Bargaining and Economic Benefits Committee: January 7, 2000
- Librarians' Committee: January 7, 2000
- Status of Women Committee: January 7, 2000
- All other nominations: March 31, 2000 if possible



APPEL DE CANDIDATURES AUX POSTES DE DIRIGEANTS DE L'ACPPU, DE PRÉSIDENTS ET DE MEMBRES DES COMITÉS PERMANENTS DE L'ACPPU

Nous sollicitons activement des candidatures à des postes au Comité de direction, soit : la présidence, la vice-présidence, la trésorerie et deux postes de membres ordinaires de l'ACPPU. En outre, nous sollicitons des candidatures à des postes aux quatre comités permanents de l'ACPPU : trois postes au Comité de la liberté universitaire et de la permanence de l'emploi dont celui de la présidence; trois postes au Comité de la négociation collective et des avantages économiques dont celui de la présidence; deux postes au Comité des bibliothécaires dont celui de la présidence; et deux postes au Comité du statut de la femme.

Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de présenter des candidatures.

Pour que l'ACPPU demeure une organisation efficace, il est donc très important de proposer des candidats qualifiés des associations locales et provinciales. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui aura lieu à Ottawa en avril 2000.

DESCRIPTION DES POSTES

La présidence : La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et s'assure que les directives approuvées par le Conseil sont mises en œuvre. Les candidats à la présidence doivent posséder une expérience considérable en matière d'associations de professeurs à l'échelle locale ou provinciale.

La vice-présidence : La personne élue est responsable, en particulier, du programme des publications de l'ACPPU et, en tant que dirigeant supérieur, elle aide la présidente ou le président à s'acquitter de ses responsabilités.

La trésorerie : La personne élue est responsable de la préparation des projets de budgets et d'états financiers. Elle veille à la bonne gestion des affaires pour assurer l'intégrité financière de l'Association.

LES MEMBRES DES COMITÉS

Le Comité de la liberté universitaire et de la permanence de l'emploi :

Les candidats et candidates à des postes du Comité de la liberté universitaire et de la permanence de l'emploi devraient avoir une expérience considérable dans le domaine des droits professionnels, des griefs et des politiques concernant la discrimination. Ils devraient également connaître les questions de principe relatives aux

droits des universitaires. Les candidats et candidates devraient être disponibles et prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions (quatre fois par année) et à participer, notamment, à des missions d'enquête, à la rédaction de documents et à d'autres tâches connexes.

Le Comité de la négociation collective et des avantages économiques :

Les candidats et candidates à des postes du Comité de la négociation collective et des avantages économiques devraient avoir fait la preuve de leur expérience dans le domaine de la négociation collective ou de l'analyse d'avantages économiques. Ils devraient également pouvoir consacrer du temps aux travaux du comité entre les réunions (trois fois par année) notamment en organisant des colloques, en rédigeant des documents ou en participant à des activités connexes.

Le Comité des bibliothécaires :

Les candidats et candidates à des postes du Comité des bibliothécaires devraient avoir une expérience et une connaissance considérables des intérêts de la profession et des préoccupations pédagogiques des bibliothécaires des universités canadiennes. Les candidats et candidates doivent connaître les questions de principe touchant les droits universitaires et les conditions de travail des bibliothécaires d'université. Ils devraient être disponibles et prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions (trois fois par année) notamment en participant à l'organisation du colloque biennal, au supplément annuel du *Bulletin*, à la rédaction ou à la révision de documents, en répondant à des demandes de renseignement et à d'autres activités connexes.

Le Comité du statut de la femme :

Les candidates à des postes du Comité du statut de la femme devraient avoir une expérience considérable dans la représentation des intérêts des femmes et dans la coordination de stratégies mettant en valeur la condition des femmes. Les candidates devraient également connaître les questions de principe touchant la condition des femmes. Elles devraient être disponibles et prêtes à consacrer beaucoup de temps aux travaux du comité entre les réunions (trois fois par année) et à l'organisation du colloque biennal, au supplément annuel du *Bulletin*, à la rédaction de documents et à d'autres tâches connexes.

MANDAT

Le mandat de la présidence et de la vice-présidence de même que des membres ordinaires du Comité de direction est d'un an. Le mandat de la présidence du Comité des bibliothécaires, du Comité de la négociation collective et des avantages économiques est de deux ans. Le mandat de la présidence du Comité de la liberté universitaire et de la permanence de l'emploi est de trois ans. (Les candidats à la présidence doivent normalement avoir siégé au moins un an au comité.) Le mandat des membres des comités permanents de l'ACPPU est de trois ans.

MÉTHODE DE MISE EN CANDIDATURE

Il faut envoyer les candidatures à :

M. Gordon Shrimpton
Président, Comité des élections et résolutions
ACPPU, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2
Télécopieur (613) 820-7244

Les pièces suivantes doivent accompagner les mises en candidature :

(1) une lettre de mise en candidature; (2) une brève déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues; (3) l'accord du candidat ou de la candidate de siéger au comité advenant son élection; (4) une copie du formulaire d'information réglementaire à l'intention des candidats à un poste électif de l'ACPPU, disponible auprès des associations de professeurs ou de l'ACPPU; et (5) pour les candidats au Comité de la liberté universitaire et de la permanence de l'emploi, un curriculum vitae complet de leur expérience universitaire.

Note: Les renseignements au sujet du dégoût pour les postes au Comité de direction ainsi que les présidences des comités permanents de l'ACPPU se trouvent dans le service d'information, sous l'onglet 48, aux pages 4-7.

DATE LIMITE DES MISES EN CANDIDATURE

- Le Comité de la liberté universitaire et de la permanence de l'emploi : le 7 janvier 2000
- Le Comité de la négociation collective et des avantages économiques : le 7 janvier 2000
- Le Comité des bibliothécaires : le 7 janvier 2000
- Le Comité du statut de la femme : le 7 janvier 2000
- Toutes les autres mises en candidature : le 31 mars 2000 si possible

Reinvest in Education, Profs Tell Ottawa

MORE than 75 university and college professors, librarians, and academic staff from faculty associations across Canada took their demands for increased post-secondary education funding to Parliament Hill last month as part of a one-day national lobby blitz organized by CAUT and the Fédération québécoise des professeurs et professeurs d'université.

"Overall, I think the reception we received was generally positive," said CAUT president Bill Graham. "Most politicians we met demonstrated a good understanding of the problems facing our post-secondary education system."

Representatives from CAUT and FQPPU-affiliated faculty associations met with more than 60 politicians and advisors from all five political parties.

"It was a very worthwhile event," one lobbyist commented. "The politicians I met recognized the urgency of the public funding crisis."

Graham and FQPPU president Arpi Hamalian spent two hours conferring with NDP leader Alexa McDonough and Human Resources Development Minister Jane Stewart.

Representatives of the two organizations also met with Bloc Québécois leader Gilles Duceppe, official Tory representative and MP Charlie Power, and senior advisors to Finance Minister Paul Martin, Industry Minister John Manley, and Heritage Minister Sheila Copps.

"The lobby was an excellent opportunity to work in solidarity with our colleagues from CAUT to defend post-secondary education as a public service," said Hamalian. "Universities must be supported by more public funds to preserve their integrity and independence."

CAUT and FQPPU used the lobby to call on Ottawa to increase post-secondary education funding to early 1980s levels, a move that would require an additional \$2.7 billion. It is estimated the government currently spends about \$1.6 billion — down from \$3 billion just six years ago.

CAUT is pressing Ottawa to commit one-half of 1 per cent of Canada's gross domestic product to the core funding of universities and colleges that would be transferred through a separate fund specifically earmarked for post-secondary education.

"With the federal government having turned the corner on the deficit, the money is there to repair the damage done to colleges and universities," added Graham. "We need to keep up our lobbying campaign to make sure the political will is there too."

The national lobby day received widespread print and electronic media attention, with more than 20 print stories across the country as well as national television and radio coverage.

CAUT is preparing a full report of the lobby day which will be available in the new year. ■

Les professeurs demandent de réinvestir dans l'éducation

PLUIS de 75 représentants des universités et collèges, soit des professeurs, des bibliothécaires et des universitaires membres d'associations de professeurs à la grandeur du pays, ont envahi la colline du Parlement le mois dernier pour revendiquer l'augmentation des fonds publics au titre de l'enseignement postsecondaire.

Cet exercice avait lieu dans le cadre d'une journée de lobby national organisée par l'ACPPU et la Fédération québécoise des professeurs et professeurs d'université.

"Dans l'ensemble, je pense que nous avons reçu un accueil généralement positif," a déclaré le président de l'ACPPU, Bill Graham. «La plupart des députés et conseillers que nous avons rencontrés comprenaient bien les problèmes auxquels fait face le système d'enseignement postsecondaire.»

Les représentants des associations affiliées à l'ACPPU et à la FQPPU ont rencontré plus de 60 députés et conseillers des cinq partis politiques.

"Cela a valu le coup," a fait remarquer un lobbyiste. «Les députés que j'ai rencontrés ont reconnu l'urgence de la crise des fonds publics.»

M. Graham et la présidente de la FQPPU, Arpi Hamalian, ont discuté pendant deux heures avec la chef du NPD, Alexa McDonough, et la ministre du Développement des ressources humaines, Jane Stewart.

Des représentants des deux organisations ont également rencontré le chef du Bloc Québécois, Gilles Duceppe, le député et représentant officiel du parti Conservateur Charlie Power, ainsi que les conseillers principaux du ministre des Finances, Paul Martin, du ministre de l'Industrie, John Manley, et de la ministre du Patrimoine, Sheila Copps.

«Le lobby a été une excellente occasion de travailler en solidarité avec nos collègues de l'ACPPU pour défendre l'enseignement postsecondaire comme service public», a affirmé M^{me} Hamalian. «Les universités doivent être davantage financées par les fonds publics, afin qu'elles préservent leur intégrité et leur indépendance.»

Par l'entremise du lobby, l'ACPPU et la FQPPU ont demandé au gouvernement fédéral d'augmenter le financement de l'enseignement postsecondaire aux niveaux prévalant au début des années 1980, une mesure qui néces-

siterait un investissement supplémentaire de 2,7 milliards de dollars. On estime que le gouvernement dépense environ 1,6 milliards de dollars.

L'ACPPU exhorte Ottawa à engager 0,5 p. 100 du produit intérieur brut du Canada pour le financement de base des universités et des collèges qui serait transféré au moyen d'un fonds distinct réservé à l'enseignement postsecondaire.

«Le déficit ayant été surmonté, il y a de l'argent pour réparer les dommages causés aux collèges et aux universités», a ajouté M. Graham. «Nous devons continuer nos pressions pour que la volonté politique soit là aussi.»

Le lobby national a fait les manchettes tant dans la presse écrite que dans les médias électroniques. Plus de 20 articles ont été publiés au pays, sans oublier les reportages à la radio et à la télévision nationales.

L'ACPPU est en train de rédiger un rapport complet sur cette journée qui sera disponible au début de l'année prochaine. ■

Traduit de l'article «Reinvest in Education, Profs Tell Ottawa».

CALL FOR APPLICATIONS

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ACCOUNTANCY

UNIVERSITY OF WATERLOO — School of Accountancy Applications are invited for tenure-track positions at the Assistant or Associate Professor rank from those with teaching and research interests in financial accounting, management accounting and information systems, and taxation. PhD or equivalent. The salary range is commensurate with qualifications and experience. Closing date for applications is December 31, 1999 and appointments will be effective July 1, 2000. Send curriculum vitae and arrange for three letters of reference to be sent to: Dr. W. Morley Lemon, Director, School of Accountancy, University of Waterloo, Waterloo, Ontario N2L 3G1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

ACCOUNTING & MIS

UNIVERSITY OF ALBERTA — The Faculty of Business, Department of Accounting and MIS, University of Alberta invites applications to fill a tenure track MIS position, open in early, effective on or after July 1, 2000. Salary, rank and tenure status will depend on qualifications. Competition remains open until filled. The University of our MIS group spans diverse domains including health information, IT in developing countries, and electronic commerce in global financial markets. It is expected that the candidate would have a strong commitment to excellence in teaching and research. Experience in IS program development at the undergraduate and graduate levels would be beneficial. The candidate's willingness to establish partnerships and linkage with the IS community would be an asset. The competition remains open until the position is filled. Send resumes to: Dr. James Galt, Chair, Department of Accounting & MIS, Faculty of Business, University of Alberta, Edmonton, Alberta, Canada, T6G 2R6. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

ADMINISTRATIVE & COMMERCIAL STUDIES

KING'S COLLEGE, a Catholic, liberal Arts College, affiliated with the University of Western Ontario, is in the process of developing its Bachelor of Administrative and Commercial Studies program. The Department of Economics, Business and Mathematics invites applications for a permanent, tenure-track position in Business at the

rank of Assistant Professor, to begin on July 1, 2000. The successful candidate is expected to have significant experience with the case method of instruction and to work cooperatively with other faculty to teach courses in accounting, financial management, marketing and operations management. Candidates should have, as a minimum, a M.B.A. or equivalent with strong teaching and research abilities. Applications, including a curriculum vitae and three references, should be sent to: Professor Susan Camilleri, Chair, Department of Economics, Business and Mathematics, King's College, 266 Eglinton Avenue, London, Ontario, N6A 2M3. By January 21, 2000. Salary will be commensurate with qualifications and experience. Sponsored by the Roman Catholic Diocese of London, King's College is an equal opportunity employer and encourages applications from all qualified candidates. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

AGRICULTURAL SCIENCES

THE UNIVERSITY OF BRITISH COLUMBIA — The Faculty of Agricultural Sciences at the University of British Columbia invites applications from suitably qualified persons for the position of Assistant Professor in the area of Ornamental Plant Breeding, with a focus on a vegetative program for mainly herbaceous and woody perennials. Appointment at a higher rank may be considered for an applicant with exceptional qualifications. This tenure-track position has a strong industry orientation, and is funded for the first two years by the British Columbia Landscape & Nursery Association. The position subsequently will involve undergraduate and graduate teaching, research and continued service to the industry. Candidates must have a Ph.D. in Plant Science, Horticulture, Genetics, Botany or a related field, and have a record of both scholarly activity in plant breeding and ability to work effectively with the nursery trade. The applicant will be expected to develop a strong research program capable of attracting both competitive grant funding and ongoing industry support. It is anticipated that this will build on the resources and expertise available within the UBC Botanical Garden and its internationally recognized Plant Introduction Scheme. Generous start-up support is available, and active collaboration is encouraged with the Department of Botany and Forest Sciences at UBC. Applications will be received until January 31, 2000 UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. This position is subject to budgetary final approval. Applicants should submit a letter containing a statement of research and teaching interests, a full curriculum vitae, and the names of three references to: Chair, Plant Breeding Search Committee, c/o Dean, Morris Dursley, Faculty of Agricultural Sciences, The University of British Columbia, 240-2357 Main Mall, Vancouver, BC V6T 1Z4; Phone: 604-822-3105; Fax: 604-822-4394; e-mail: agdean@interchange.ubc.ca.

ANATOMY

BROCK UNIVERSITY — Faculty of Health Sciences The Department of Physical Education is seeking an assistant professor for a probationary / tenure-track position at the rank of Assistant Professor, effective July 1, 2000. The applicant should have the ability to teach in at least one of the following: motor development, clinical exercise therapy and research methods. This position is subject to budgetary approval. Applicants should have a doctorate and a demonstrated research program. The closing date for applications is February 15, 2000. Applicants must submit a letter of application, a statement of research interests, a curriculum vitae, and the names of three references to: Dr. Nancy Murray, Chair, Department of Physical Education, Brock University, St. Catharines, Ontario, Canada L2S 3A1; E-mail: nmurray@me.pec.brocku.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance among faculty: qualified women and men are equally encouraged to apply. More information on Brock University can be found on the University's website: www.brocku.ca.

ANIMAL & POULTRY SCIENCE

UNIVERSITY OF GUELPH — Assistant Professor Position in Poultry Transgenesis The Department of Animal and Poultry Science is seeking applicants for a tenure-track Assistant Professor position in Poultry Transgenesis. Candidates must have a Ph.D. or equivalent degree, strong interest in development of cellular and molecular strategies for efficient generation of transgenic pigs or other livestock and preferably, an excellent background in development and/or molecular biology and molecular genetics. The incumbent will be responsible for developing a vigorous research program as well as teaching at the undergraduate and graduate levels. Potential for teaching across the Departmental program will be one of the selection criteria for the position. The Department of Animal and Poultry Science houses the Centre for Genetic Improvement of Livestock (CGIL) and has excellent computer and laboratory facilities, access to extensive animal housing facilities, and close ties with industry. Salary and start-up funds for this position will be funded initially by the Ontario Research and Development Challenge Fund (ORDCF). The incumbent will be a member of the Food System Biotechnology Centre at the University of Guelph, and will be eligible to use the Genome Manipulation Laboratory complex. The position will be available May 1, 2000. The application, with a statement of interest in the position, a full resume and the names of three persons who may be contacted for references, should be submitted by January 15, 2000 to Dr. Ann M. Gubris, Chair, Department of Animal and Poultry Science, University of Guelph, Guelph, Ontario, Canada N1G 2W1; e-mail: agubris@uoguelph.ca; web site: http://www.apsc.uoguelph.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

ANTHROPOLOGY

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Department of Anthropology Position Announcement Assistant Professor (two-year contractual position) Social/Cultural Anthropology The Department of Anthropology at Memorial University of Newfoundland invites applications for a two-year contractual position (subject to budgetary approval) at the rank of Assistant Professor in social/cultural anthropology, beginning September 1, 2000. Applicants must possess a Ph.D. in anthropology (or have completed all requirements for the Ph.D. by September 1, 2000) and have a demonstrated record of research on Newfoundland and Labrador and/or Eastern Arctic/Eastern Subarctic. The successful candidate must be prepared to teach in both the undergraduate and graduate programmes. Special attention will be given to candidates who intend to develop and expand their research efforts in the areas of Newfoundland, Labrador, the Eastern Arctic, or Eastern Subarctic. Applications will be accepted until January 31, 2000. Please send applications together with a curriculum vitae and the names of three references to: Rex Clark, Head, Department of Anthropology, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1C 5S2; Fax: (709) 737-8686; Phone: (709) 737-8876; Electronic Mail: mail@munimail.mun.ca. Memorial University is committed to employment equity in accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

THE UNIVERSITY OF VICTORIA — The Department of Anthropology, The University of Victoria (www.uvic.ca) invites applications for a tenure track appointment at the rank of assistant professor, or possibly beginning associate professor, in archaeological anthropology, effective July 1, 2000. Candidates should hold a completed Ph.D. and have a strong commitment to teaching and research in a department whose members value co-operation between anthropological sub-disciplines. Candidates should have a research focus in one or more of the following: Asia, Oceania, Europe, or Africa. The successful candidate is expected to have broad teaching abilities and a specialized research interests that indicate intellectual depth as well as breadth. Candidates

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University of Windsor

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Commencing as early as July 1, 2000, this is a five-year appointment, renewable for a second term. To ensure consideration, nominations and applications should be received by January 20, 2000. The search will continue until the position is filled.

The University of Windsor is committed to equity and diversity in the workplace and welcomes applications from Aboriginal persons, persons with disabilities, and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

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Department of Economics
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Assistant/Associate Professor Economic Theory

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Ph.D. Degree or equivalent, with solid training in applied econometrics as well as the field of specialization, is required as of July 1, 2000 or soon thereafter. Duties include undergraduate and graduate teaching and research.

Appointment effective July 1, 2000; salary commensurate with qualifications.

Applicants should send a curriculum vitae, one current research paper, and should arrange for submission of 3 letters of recommendation. Application deadline is January 14, 2000. Please contact:

Professor M. Fuss, Chair
Recruiting Committee
Department of Economics
150 St. George Street
University of Toronto
Toronto, Ontario M5S 3G7
Canada

In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

CAREERS SECTION • SECTION DES CARRIÈRES

should be able to teach courses in introductory general anthropology, archaeology, archaeology/archaeology, the archaeology of a selected region, a graduate seminar in anthropology and teaching courses in at least one of the following: lecture technology, historical archaeology or zooarchaeology. Applications must include a complete CV, a letter of recommendation from a professor, and a telephone number of three referees who the department may contact, copies of selected relevant publications and summaries of teaching evaluations. Applications should be sent to: Dr. Peter H. Stephenson, Chair, Department of Anthropology, University of Victoria, P.O. Box 1800, STN. Box 1800, Victoria, B.C. V8W 2P2 before December 31, 1999. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. In accordance with Canadian immigration requirements, the advertisement is directed to the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made.

ARCHAEOLOGY

UNIVERSITY OF CALGARY — Department of Archaeology invites applications for a tenure-track position in Maya archaeology to begin July 1, 2000. The position will be in the Department of Anthropology and Archaeology. The successful candidate will be expected to have an active research program and a record of successful teaching. Candidates must show evidence of superior teaching ability, be prepared to take on supervision of graduate students. The Department and the University is active in Latin American and Mesoamerican studies and the successful candidate will be part of an expanding group of scholars working in these areas. Deadline for receipt of applications is 15th January 2000. Send letter of application, vita and addresses of three referees to: Dr. J.S. Raymond, Chair, Search Committee, Department of Anthropology, University of Calgary, Calgary, AB T2N 1N4 Canada. In accordance with Canadian immigration requirements, the advertisement is directed to the first instance to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

SIMON FRASER UNIVERSITY — Archaeology/Anthropology. The Department of Archaeology at Simon Fraser University has approved to advertise for a tenure track faculty position in the field of physical anthropology at the rank of Associate Professor. The position is effective September 1, 2000. Applicants must hold a Ph.D. and have a regional specialization within the Pacific Rim. Archaeological applicants should have a theoretical/analytical interest in complex societies and an active record of field research. Specialization within the field of physical anthropology is preferred. As part of the application, individuals must include a full curriculum vitae, a summary statement of qualifications and research interests as related to the appointment, and the names and addresses of three referees. The position is subject to final budgetary approval. Written inquiries or applications may be made to the Appointments Committee Chair, Department of Archaeology, Simon Fraser University, Burnaby, B.C. V5A 1S6. The deadline for receipt of applications is December 31, 1999. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants.

ARCHITECTURE

UNIVERSITY OF MANITOBA — The Department of Architecture invites applications for a tenure-track position at the rank of Assistant Professor beginning July 1st 2000. Candidates for these positions must possess a first professional degree in architecture as well as an advanced degree in a related field or equivalent. Successful candidates for both positions will assume responsibility for courses in one of the following areas: 1) Architectural History and Theory 2) Building Science and Integrated Systems. Candidates must be qualified to teach studio and courses in both the graduate and undergraduate level. Additional responsibilities include advising graduate students on final projects and theses. The faculty fully integrates the use of computers into the teaching of design and it is essential that applicants be familiar with current applications. Candidates should provide evidence of professional research and teaching accomplishments. Salary range per annum is \$40,000.00 to \$55,000.00 (incl. commensurate with experience and qualifications). The University of Manitoba is the oldest university in Western Canada. Established in 1827, it offers a full range of academic, professional and graduate programs. The teaching of architecture began at the University in 1933. In Winnipeg, Canada, and the city of Winnipeg in particular, provide highly visible and distinctive cultural traditions, communities, and institutions which frequently form the setting for traditional research activity. The student population of the Faculty of Architecture mirrors the diversity with a large contingent of foreign students at both

the undergraduate and graduate level. The Faculty of Architecture currently offers undergraduate programs in Environmental Design and Interior Design as well as graduate programs in Architecture, Landscape Architecture, City Planning and Interior Design. The professional program in Architecture is fully accredited by the Canadian Architectural Certification Board. The Faculty houses the Centre for Architectural Studies and Technology, The University Design Institute, The Participatory Planning Board, The Faculty as well as a Distinguished Speaker Series. The professional program in architecture provides opportunities for foreign study. Recent design studios have been offered in Europe, the Far East and Central and South America. The University encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. Women are particularly encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates are encouraged to obtain further detailed information on the Faculty of Architecture by contacting the Search Committee chair. Interested applicants should send a full curriculum vitae, portfolio or research, teaching and research accomplishments and names and contact numbers of three referees by February 01, 2000 to: Professor R. MacDonald, Chair, Faculty of Architecture Search Committee, Department of Architecture, Room 201F John A. Russell Building, Faculty of Architecture, University of Manitoba, Winnipeg, Manitoba, R6T 2T6, Canada. Tel: (204) 474-7532, e-mail: macdonald@com.umanitoba.ca.

ART HISTORY

THE UNIVERSITY OF LETHBRIDGE — Division of Art invites applications for a full-time, tenure-track position at the rank of Assistant Professor, effective July 1, 2000, and subject to Board of Governors' approval. Qualifications: A Ph.D. in Art History is the preferred qualification, but candidates in the final stages of their doctoral work who have demonstrated excellence in teaching and have strong research potential will also be considered. Candidates should have a specialization in nineteenth and/or twentieth century art, Canadian art, and critical theory as well as some background in museum and gallery experience. The Division of Art offers a degree in studio art with art history courses forming a major component of the requirements. The candidate would be expected to teach courses in art history and to participate in the development of the Division as it enters the process of expanding and is especially interested in recruiting a colleague who may be prepared to assist in the development and development of a separate undergraduate degree combining art history and museum studies and to work in connection with the collection and gallery of the University. The candidate may also be required to supervise students in the special case master's program and to serve on department, faculty university committees and perform other administrative tasks. For further details about the University of Lethbridge please visit our web site: <http://www.humanities.uleth.ca>. Closing date: February 15, 2000. Applicants: Candidates are asked to submit an application along with a complete curriculum vitae stating areas of teaching expertise, critical research, a statement of teaching philosophy, current research programme, and samples of recent publications. Arrange for all materials and three letters of reference from people who can attest to teaching as well as professional accomplishments to be sent to: Dr. Chris Skinner, Dean, School of Fine Arts, The University of Lethbridge, 4401 University Ave., Lethbridge, AB T1K 3M4. 403-329-2155, 403-382-7127(FAX), email: skinner@uleth.ca. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents. The University is an equal opportunity employer and offers a non-smoking environment.

ASIAN STUDIES

UNIVERSITY OF BRITISH COLUMBIA — Applications are invited for a joint, tenure stream appointment at the rank of Assistant Professor in the Department of Asian Studies and History at the University of British Columbia. The search is for an historian of China from the Song through the early Qing periods (11th through 17th Century). Research and teaching interests should be compatible with those of both departments and preferred applicants will be those with developed interests in social and cultural history, and in cultural and economic contacts of China with other parts of the world. Teaching responsibilities include both undergraduate and graduate courses in these areas and related fields. Applicants are expected to have the intellectual breadth and flexibility commensurate with such an appointment and with departments developing new directions of research and teaching. Applicants are expected to have a Ph.D. degree, some teaching experience, competence in the languages of their primary sources, and a commitment to scholarship reflected in published or soon to be published works. Inquiries or applications, including a curriculum vitae and the names, addresses and

telephone numbers of three referees should be sent to: The Search Committee for Pre-modern Chinese History, History Department, The University of British Columbia, Room 227, 1872 East Mall, Vancouver, B.C. Canada, V6T 1Z1. Fax: 604/822-6658. The closing date for applications is January 15th, 2000. The starting date for the position is July 1st, 2000. The position is subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

BIOLOGICAL SCIENCES

UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of Biological Sciences. Assistant Professor. Three-year term beginning 1 July 2000, subject to budgetary approval. The position for extension to a tenure-track position, subject to the availability of funds. A Ph.D. is required. The successful candidate is expected to instruct introductory level courses (such as Cellular Basis of Life and Diversity of Life), and advanced undergraduate courses in cellular and molecular biology and to develop an externally funded research program that uses cellular, molecular and genetic approaches. A range of equipment including an automated DNA sequencer, HPLC, SEM, TEM, and confocal microscopes is available. Opportunities exist for supervision of graduate students and for research collaboration with scientists on campus as well as at the Agricultural and Agri-Food Canada, Canadian Food Inspection Agency, and Health Canada research facilities. The University aims to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well established research programs. The University is an equal opportunity employer and offers a non-smoking environment. New Faculty are eligible to apply for university funding for research and scholarly activities. Located in southern Alberta, within sight of the Rocky Mountains, within a city with a sunny climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrollment of nearly 6,000 students. The University is in an expansion phase. A number of projects, including a new University Library Information Network Centre (LINC), for more information about the University please visit our web site at www.uleth.ca or the Department's home page at <http://www.uleth.ca/~biol>. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations and publication reports or progress statements of proposed research and teaching philosophy, and names of at least three referees who are scholars in the field. Arrange for this material and three letters of reference to be sent to: Dr. James E. Thomas, Chair, Department of Biological Sciences, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2457. Fax: (403) 329-2382, or e-mail: thomas@uleth.ca. The closing date for applications is January 31, 2000.

BIOLOGY

CARLETON UNIVERSITY — Department of Biology and Institute of Biotechnology. College of Natural Sciences. Carleton University invites applications for three tenure-track positions in the College of Natural Sciences at the rank of Assistant Professor. Candidates must have a commitment to teaching at the undergraduate, M.Sc. and Ph.D. levels and are expected to establish a strong research program in one of the following areas: 1. Biochemistry in an area of: Genomics, proteomics, molecular modelling or protein engineering. 2. Plant Biology in an area of: Functional genomics, molecular biology, development, plant-microbe interactions, pathology or biotechnology of transgenic cultures and their efficacy. 3. Ecology and Evolution in an area of: Population, community or ecosystem ecology, conservation, physiological ecology or phenogenetics. All areas will be considered although expertise in plant ecology and evolution is an asset. In all of these positions we are looking for an ability to develop innovative research and teaching applications of computational methods, and to contribute to our programs in Computational Biochemistry and Computational Biology. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. These positions are subject to budgetary approval. Candidates should submit a curriculum vitae, reports of recent publications, a statement of research interests and teaching philosophy and the names of three referees by January 15, 2000 to: Dr. Lisa Lambert, Director, College of Natural Sciences, Carleton University, 1125 Colonel By Drive, Ottawa ON Canada, K1S 5B6; email: lisa.lambert@carleton.ca.

Positions in Criminology, Education, History, Religious Studies & Social Work

St. Thomas University is a small, Catholic, liberal arts university where excellence in undergraduate teaching is the highest institutional priority. Located in Fredericton, the beautiful capital of New Brunswick, St. Thomas is home to approximately 2,200 students in arts, education, and social work. The University is advertising entry-level tenure-track positions in five departments. The starting date for all positions is July 1, 2000.

Criminology and Criminal Justice — Applications are invited for one tenure-track position. A limited-term position may also be available. The successful candidates will have a Ph.D. in Criminology (or a closely related cognate discipline) with evidence of an established teaching and research record in criminology and criminal justice. Responsibilities include teaching Introduction to Criminology, theory and methods courses, and courses in at least one of the following: courts, criminal justice policy, police, and victimology. Previous experience working in the criminal justice system would be an asset. Address applications to: **Dr. Susan Reid-MacNeen, Director, Criminology and Criminal Justice**.

Education — Applications are invited for two tenure-track positions. The range of skills sought includes the organization and placement of student internships, supervision of student internships (required of all faculty), and teaching in the areas of educational psychology, general methodologies, professional conduct and legal aspects, and secondary methods (language arts/English and social studies/history). Applicants must possess a doctoral degree and a teaching certificate (or eligibility for a New Brunswick Teaching Certificate). Applicants should have successful teaching experience in one or more of the K to 12 grades and have demonstrated that they have been effective classroom teachers. Teaching experience in a faculty of education would be helpful. Each applicant is asked to indicate how they could contribute to the Education Programme. Address applications to: **Dr. Sharon Murray, Chair, Department of Education**.

History — Applications are invited for one tenure-track position. The successful candidate will offer primarily introductory and upper-level courses in Atlantic and Canadian history and will have the capacity to provide leadership in the development of the department and its curriculum. Applicants are expected to be in possession of a doctorate by the time the appointment commences. Address applications to: **Dr. Juergen Doerr, Chair, Department of History**.

Religious Studies — Applications are invited for one tenure-track position in the areas of Islam and Judaism in their cultural contexts. The teaching load will include Introduction to Religious Studies, Islam, Judaism, Women and Religion, and Scope and Methods. The successful candidate will be expected to contribute to the development of the department and its curriculum. Applicants are expected to be in possession of a doctorate by the time the appointment commences. Address applications to: **Dr. Michael George, Chair, Department of Religious Studies**.

Social Work — The Department of Social Work offers a four-year B.S.W. as well as a twelve-month post-graduate B.S.W., both of which are taught from a structural perspective. The Department is currently expanding its offerings of courses that focus on social work and First Nations people. Applications are invited from First Nations candidates for a tenure-track position in a variety of subject areas including Native child welfare, social work in First Nations communities, and field education. Applicants must have an MSW and at least five years experience in social work practice, and be eligible for membership in NBASW. Although a Ph.D. (or imminent completion) is strongly preferred, applicants who are committed to completing or completing doctoral studies will also be considered. Workload allowances may be available to facilitate these studies. Address applications to: **Prof. Brian Ouellette, Chair, Department of Social Work**.

The closing date for all positions is **January 14, 2000** or when position is filled. Applicants are to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and are to have three letters of reference sent directly to the **Chair of the relevant department at St. Thomas University, Fredericton, N.B. E3B 5G3**.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities.



St. Thomas University
LEADERS IN LIBERAL ARTS EDUCATION
Intimate • Dynamic • Challenging

Lakehead University

NATIVE PHILOSOPHY PROJECT Rockefeller Foundation Humanities Fellowship Program

The Lakehead University Native Philosophy Project is a cross-cultural interdisciplinary research program committed to further understanding of the manner in which the world is viewed by the Aboriginal peoples of the Americas.

Rockefeller Foundation Visiting Humanities Fellows are encouraged to explore any aspect of Native Philosophy including such concepts as 'person', 'self', 'individual', 'community', 'self-government', 'environment', 'value', and 'spirit', as well as possible interrelationships between such concepts, and methodological issues arising from this unique interdisciplinary area of research. Given the interdisciplinary nature of the Project, research proposals are invited from senior and emerging scholars with a humanities background in Native Studies, Native Art History, History, Language, Literature or Philosophy.

Lakehead University will host up to three Visiting Fellows each year (depending on the length of stay). The fellowship stipend is between \$30,000 and \$35,000 for the regular academic term, and pro-rated for shorter residencies.

Although local Ojibwa communities and Elders are the wellspring nourishing the Native Philosophy Project, the Project is particularly interested in the underlying philosophical assumptions (if any) common to all, or almost all, Native world views. Applications for Visiting Fellowships are therefore invited from Native and non-Native scholars interested in the philosophies of any of the Native peoples of North, Central or South America.

Deadline for applications is **February 15, 2000** for residencies beginning in September of that year.

For further information contact:

Dr. Mark L. Howe
Dean of Graduate Studies and Research
Lakehead University
Thunder Bay, Ontario P7B 5E1
Canada



QUEEN'S UNIVERSITY AT KINGSTON Academic Otolaryngologist

The Department of Otolaryngology at Queen's University, Kingston, Ontario, is seeking a Geographically Full Time Academic Otolaryngologist to join our team.

This appointment is a clinical, academic and salaried position with protected research and teaching time provided.

Individuals must be eligible for registration with the College of Physicians and Surgeons of Ontario. Applicants with interest in general otolaryngology and subspecialty interests are welcome to apply.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians.

Nominations and applications, including curriculum vitae and names of three referees, should be directed to: **Dr. A.K.W. Tan, Head, Department of Otolaryngology, Queen's University, Murray Building, Hotel Dieu Hospital, 144 Brock St., Kingston, Ontario, Canada, K7L 5G2.** Telephone: 613-549-1543; Fax: 613-547-5654.

CAREERS SECTION • SECTION DES CARRIÈRES

ages applications from all qualified candidates including aboriginal people, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications will be considered until the position is filled.

BUSINESS ADMINISTRATION

AMERICAN UNIVERSITY IN DUBAI — Faculty of Business Administration, Program in Accounting, Management and Decision Sciences. The American University in Dubai (AUI) is a fully accredited baccalaureate of the American International University (AIU), whose main campus is in Atlanta, Georgia. AUI's eight campuses are located in Los Angeles, Washington, DC, Fort Lauderdale, FL, and London, England. AUI is the only accredited American institution of higher learning in the Gulf region. Dubai is the commercial and financial center of the region, and is a crossroads between East and West. It is a modern city which offers a very high quality of life, and a culturally rich and diverse place with a high concentration of multinational firms' regional headquarters. AUI will move to its new, state-of-the-art campus in December 1999. AUI's Faculty of Business Administration offers a BBA program with six concentrations, and an MBA program in International Business. The faculty invites applications from doctorally-qualified candidates for three full-time appointments (one in Accounting, one in Management and Decision Sciences) at the rank of Assistant Professor. Candidates must start in the fall 2000 academic term. Candidates must be able to demonstrate significant professional and research experience. As an AUI continues to grow, it is expected that research capability will gain more importance in another dimension of the university's commitment to its students. The compensation package for these positions is highly competitive, and is based on the expatriate model. Benefits tax-exempt housing, salary, includes state-of-the-art housing, annual two-way airfare, health insurance, professional memberships, conference attendance expenses, assistance with children's tuition, and other components. Candidates will be recruited and evaluated until these positions are filled. Candidates must send an up-to-date CV and the names and addresses of three references (preferably academic), to the following address: Dr. J. S. Nader, Dean, Faculty of Business Administration, American University in Dubai, P.O. Box 24322, Dubai, UAE. Fax: (011 774) 394-8887. E-mail: jnader@amud.edu or jnader@aui.edu.

CANADIAN STUDIES

BROCK UNIVERSITY — History Department and Canadian Studies Program invite applications for a probationary tenure-track research position in Canadian Cultural History. The position is subject to final budgetary approval, and the appointment could be made on a temporary basis. Applicants should have a Ph.D. or be very close to completion of the time of application. The successful applicant will enter at a near full level of the Assistant Professor rank and will be expected to teach at all levels of the undergraduate program. The appointment will commence July 1, 2000. Applicants should send a curriculum vitae and arrange for three letters of reference to be sent to: Dr. John Sainsbury, Chair of Joint Search Committee, History/Canadian Studies Department, Brock University, 1800 Ontario Street, St. Catharines, Ontario L2S 3A4. Fax: (905) 688-2789. The closing date for applications is January 29, 2000. The University is an equal opportunity employer. The University is committed to the Action Policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. More information on Brock University can be found on the University's website www.brocku.ca.

CHEMISTRY

ST. FRANCIS XAVIER UNIVERSITY — The Chemistry Department of St. Francis Xavier University invites applications for the following positions: (1) A nine-month, sub-faculty replacement position beginning September 2000. A Ph.D. or equivalent doctoral degree is required. The successful candidate will teach an introductory and senior level organic course. (2) A tenure-track position at the rank of Assistant Professor to begin August 2001 subject to budgetary considerations. A Ph.D. or equivalent doctoral degree is required with expertise in organic chemistry. We would like to attract a candidate who could be nominated for a NSERC University Faculty Award, which would permit a reduced teaching load allowing the faculty member to establish a strong research program. The University would be happy to consider a candidate who wishes to fill the sub-faculty replacement position in anticipation of the commencement date of the tenure-track position. The Department has eight, active full-time members and has a wide range of instrumentation. The University is primarily an undergraduate institution but in most years we graduate one or two Masters of Science in Chemistry. We are located in rural Nova Scotia in an area which offers a wide range of outdoor and cultural activities. SFU encourages applications from qualified women and men, including members of visible minorities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. More information on Brock University can be found on the University's website www.brocku.ca.

CLINICAL STUDIES

UNIVERSITY OF WATERLOO — Applications are being accepted for a tenure-track position at the Assistant Professor level in Clinical Studies starting September 1, 2000. The successful candidate must have a Ph.D. in Clinical, in active research program, and a commitment to excellence in undergraduate teaching. Teaching duties will include a variety of courses in Clinical Studies as well as language courses in Latin and/or Ancient Greek. The successful candidate must also be willing to participate in our Distance Education program. Salary range commensurate with qualifications and experience. The closing date for applications is December 31, 1999. Send curriculum vitae and arrange for three letters of reference to be sent to: Professor P.F. Forsyth, Chair, Department of Anthropology and Clinical Studies, University of Waterloo, Waterloo, Ont.

N2L 3G1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, and persons with disabilities. This appointment is subject to the availability of funds.

COMPUTER SCIENCE

THE UNIVERSITY OF WATERLOO Department of Computer Science invites applications for several tenure-track faculty positions. The Department prides itself on being a leader in Computer Science education. Computer Science also houses a diverse program of research in international stature. Because of its exceptional capabilities, the Department is able to attract exceptionally well-qualified candidates at both undergraduate and graduate levels. Computer Science has embarked on an ambitious program of growth recently. Over a dozen new faculty members have joined the Department in the past two years. With 50 full-time faculty members, the Department of Computer Science is one of the largest in Canada. Waterloo pioneered the co-operative education system in Canada and now has the largest co-operative education program in North America. The Department enjoys an excellent reputation in pure and applied research and is supported by 14 major federal research laboratories. For further information about the Department, please see: <http://www.math.uwaterloo.ca/CS>. Dept. Candidates at all levels of experience are encouraged to apply. We are especially interested in candidates with experience in graphics, systems, software, and bioinformatics. Successful applicants are expected to develop and maintain a productive program of research, to attract and develop highly qualified graduate students, to provide a stimulating learning environment for undergraduate and graduate students, and to contribute to the administration of the Department. A Ph.D. in Computer Science or equivalent is required, with evidence of exceptional teaching and research. Rank and salary will be commensurate with experience. Application should include a curriculum vitae and the names and e-mail addresses of three references. The application should be directed to: Chair, Professor Nick Cercone, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. E-mail: nc@cs.uwaterloo.ca. To expedite handling of applications, candidates should send their names as references to direct supporting letters to the same address. The positions are expected to commence during the 2000 calendar year. Applications will be considered as soon as they are received and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

COMMUNICATION

MCGILL UNIVERSITY — Graduate Program in Communications. Applications are invited for a tenure-track position at the Assistant Professor level beginning September 1, 2000. The applicant must have a Ph.D. in Communications (or other relevant discipline), experience in teaching, a strong record and promise of research and publication, and expertise in two or more of the following areas: media and gender, the social, cultural or artistic implications of new technologies, international communication, and the intellectual history of communications research. Knowledge of the French language would be an asset. The successful candidate will teach postgraduate seminars within the Graduate Program in Communications and supervise student theses and projects at the M.A. and Ph.D. levels. As well, the successful candidate will contribute to the development of the newly-created Department of Art History and Communications Studies. This new department will administer the degrees currently offered by the Department of Art History and Graduate Program in Communications, and will develop other forms of collaboration between the two disciplines at the curricular and research levels. The deadline for receipt of applications is January 31, 1999. Applications, including a curriculum vitae, a statement of teaching interests, two examples of scholarly writing, and three letters of reference should be addressed to: Dr. Will Shaw, Director, Graduate Program in Communications, McGill University, 3605 Peel St., Montreal, Quebec H3A 1W2; phone: (514) 398-7667; fax: (514)398-9334; email: willshaw@mcgill.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

COMMUNITY HEALTH SCIENCES

BROCK UNIVERSITY — Faculty of Applied Health Sciences. The Department of Community Health Sciences in the Faculty of Applied Health Sciences at Brock University is seeking applications for a new probationary position in ergonomics. The Department is committed to excellence in both teaching and research and is engaged in a new program in Workplace Health and Safety. The successful applicant will have an established record of research and publications. An ability to deliver undergraduate courses in ergonomics, workplace health, and one to two graduate courses in ergonomics and its related research projects is required. Applications including a detailed curriculum vitae, teaching evaluations, and three letters of reference should be sent to: Dr. John Hay, Chair, Department of Community Health Sciences, Faculty of Applied Health Sciences, Brock University, St. Catharines, Ontario L2S 3A4. E-mail: john.hay@brocku.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University

is committed to a positive action policy aimed at reducing gender imbalance among faculty; qualified women and men are equally encouraged to apply. The position may be offered on a limited term and is subject to budgetary approval. More information on Brock University can be found on the University's website www.brocku.ca.

THE UNIVERSITY OF WATERLOO Department of Computer Science invites applications for several tenure-track faculty positions. The Department prides itself on being a leader in Computer Science education. Computer Science also houses a diverse program of research in international stature. Because of its exceptional capabilities, the Department is able to attract exceptionally well-qualified candidates at both undergraduate and graduate levels. Computer Science has embarked on an ambitious program of growth recently. Over a dozen new faculty members have joined the Department in the past two years. With 50 full-time faculty members, the Department of Computer Science is one of the largest in Canada. Waterloo pioneered the co-operative education system in Canada and now has the largest co-operative education program in North America. The Department enjoys an excellent reputation in pure and applied research and is supported by 14 major federal research laboratories. For further information about the Department, please see: <http://www.math.uwaterloo.ca/CS>. Dept. Candidates at all levels of experience are encouraged to apply. We are especially interested in candidates with experience in graphics, systems, software, and bioinformatics. Successful applicants are expected to develop and maintain a productive program of research, to attract and develop highly qualified graduate students, to provide a stimulating learning environment for undergraduate and graduate students, and to contribute to the administration of the Department. A Ph.D. in Computer Science or equivalent is required, with evidence of exceptional teaching and research. Rank and salary will be commensurate with experience. Application should include a curriculum vitae and the names and e-mail addresses of three references. The application should be directed to: Chair, Professor Nick Cercone, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. E-mail: nc@cs.uwaterloo.ca. To expedite handling of applications, candidates should send their names as references to direct supporting letters to the same address. The positions are expected to commence during the 2000 calendar year. Applications will be considered as soon as they are received and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

THE UNIVERSITY OF WINDSOR invites applications for a number of tenure-track positions in Computer Science commencing July 1, 2000. For details please visit our website at <http://www.win.ac.ca/csc>. The Program Chair, University of Windsor, Ontario, Canada N9B 3P4. Phone: (519)523-3000, ext. 2390; Fax: (519)523-7093; e-mail: gsabourin@win.ac.ca. **YORK UNIVERSITY** — The Department of Computer Science is actively pursuing a policy of expanding its faculty base. To this end, they are seeking applicants for multiple positions at all levels. Appointments could be made as early as January 1, 2000 but the majority of the positions are expected to be filled by July 1, 2000. The Department plans to increase its overall strengths and has particular interest in attracting faculty in the areas of software systems, including compilers, programming languages, parallel systems, distributed systems, concurrent systems, networks, databases and other closely-related areas; artificial intelligence, vision, graphics and robotics; and parallel algorithms and architectures; and excellent candidates from all areas are encouraged to apply. Applicants for junior positions are

required to have a doctoral degree in Computer Science and they must demonstrate strong potential for excellence in research and teaching at both the graduate and undergraduate levels. Applicants for more senior positions must demonstrate an outstanding commitment to research and teaching in Computer Science. The Department of Computer Science at York includes over 30 faculty members, and is scheduled to move to a new Computer Science Building in the fall 2001. The Department offers a full range of graduate and undergraduate programs, including a Ph.D. York University is the third largest university in Canada and is located in the City of Toronto. For further information concerning the Department, see their web site at <http://www.cs.yorku.ca>. Applications, along with a curriculum vitae and the names of four references, should be sent to: Michael Jenkin, Search Committee Chair, Department of Computer Science, Faculty of Pure and Applied Science, York University, 4700 Keele Street, Toronto, ON M3J 1P3. Applications should be received by January 15, 2000 for appointments to be made by July 1, 2000. Applications received after January 15 may also be considered if positions are still available. All positions are subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF CALGARY — The Computer Science Department at the University of Calgary has 22 full-time faculty members and is seeking candidates for tenure track/tenured positions at the Assistant, Associate, and Full Professor levels. The Department is committed to excellence in both research and teaching. The faculty are doing research in a number of areas of computer science including computational geometry, molecular science, analysis, computer-aided design, robotics and perception, software technology, database, computer interaction, scientific computing and algorithms and complexity. Applicants should possess a doctorate in Computer Science or a related discipline, and have a strong research record. They should be enthusiastic about contributing to both research and teaching. The Department is committed to excellent research and teaching. It has a flourishing graduate program and extensive state-of-the-art computing facilities. Further information about the Department is available at <http://www.cpsc.ucalgary.ca>. Interested applicants should send a CV, a concise description of their research program, and the names and email addresses of three references. Dr. K. Loos, Head, Department of Computer Science, University of Calgary, 2500 University Drive, Calgary, Alberta, Canada, T2N 1N4. To expedite handling of applications, candidates should send the names as references to send supporting letters to the same address. Applications will be considered as they are received and the search will be continued until all available positions are filled. The University of Calgary respects, appreciates, and encourages diversity.

QUEEN'S UNIVERSITY — The Department of Computing and Information Science invites applications for two tenure-track positions at the Assistant Professor or Associate Professor levels. Queen's University is one of the top universities in Canada and a well-known for the high quality of its students and faculty. Queen's University is located in Kingston, a beautiful and historic city, which is located on Lake Ontario within easy travelling distance of Toronto, Montreal, Ottawa and Syracuse. Kingston offers the amenities of a large city and the comfort of a small city. The Department of Computing and Information Science, which has over 16 staff and approximately 80 graduate students, is committed to excellence in both research and teaching. The faculty are doing research in a number of areas of computer science including computational geometry, molecular science, analysis, computer-aided design, robotics and perception, software technology, database, computer interaction, scientific computing and algorithms and complexity. Applicants should possess a doctorate in Computer Science or a related discipline, and have a strong research record. They should be enthusiastic about contributing to both research and teaching. The Department is committed to excellent research and teaching. It has a flourishing graduate program and extensive state-of-the-art computing facilities. Further information about the Department is available at <http://www.cpsc.ucalgary.ca>. Interested applicants should send a CV, a concise description of their research program, and the names and email addresses of three references. Dr. K. Loos, Head, Department of Computer Science, University of Calgary, 2500 University Drive, Calgary, Alberta, Canada, T2N 1N4. To expedite handling of applications, candidates should send the names as references to send supporting letters to the same address. Applications will be considered as they are received and the search will be continued until all available positions are filled. The University of Calgary respects, appreciates, and encourages diversity.

UNIVERSITY OF CALGARY — The Computer Science Department at the University of Calgary has 22 full-time faculty members and is seeking candidates for tenure track/tenured positions at the Assistant, Associate, and Full Professor levels. The Department is committed to excellence in both research and teaching. The faculty are doing research in a number of areas of computer science including computational geometry, molecular science, analysis, computer-aided design, robotics and perception, software technology, database, computer interaction, scientific computing and algorithms and complexity. Applicants should possess a doctorate in Computer Science or a related discipline, and have a strong research record. They should be enthusiastic about contributing to both research and teaching. The Department is committed to excellent research and teaching. It has a flourishing graduate program and extensive state-of-the-art computing facilities. Further information about the Department is available at <http://www.cpsc.ucalgary.ca>. Interested applicants should send a CV, a concise description of their research program, and the names and email addresses of three references. Dr. K. Loos, Head, Department of Computer Science, University of Calgary, 2500 University Drive, Calgary, Alberta, Canada, T2N 1N4. To expedite handling of applications, candidates should send the names as references to send supporting letters to the same address. Applications will be considered as they are received and the search will be continued until all available positions are filled. The University of Calgary respects, appreciates, and encourages diversity.

DEAN OF THE FACULTY OF EDUCATION

Applicants should have strong academic and professional qualifications and demonstrated administrative and leadership ability. Nipissing University is one of Canada's newest universities having received its Charter in December 1992. The university has two faculties: Arts and Science, and Education, with a combined total full time equivalent enrolment of 2200 students. The university is located in North Bay, 320 km north of Toronto.

The Faculty of Education began as the North Bay Normal School in 1909 and offers (i) a one-year "after degree" BEd program to 600 full-time students leading to professional certification in Ontario at the Primary-Junior, Junior Intermediate and Intermediate-Senior levels, (ii) a full range of in-service courses to over 1800 part-time students throughout Northern Ontario, and (iii) a unique, part-time program with an enrolment of 240 students, leading to a Master of Education degree.

The Faculty currently has 31 full-time faculty members and a large number of part-time and associated instructors.

In addition to responsibilities with the Faculty of Education, the Dean will be expected to assume some role in the academic leadership of the university. Applications, accompanied by a current curriculum vitae and the names of three referees, should be submitted by **February 14, 2000**. Salary is commensurate with qualifications and experience. The starting date is July 1, 2000 (negotiable).

Please submit applications to: **Dr. David Marshall, President, Nipissing University, P.O. Box 500, North Bay, ON P6B 6L7, Phone: (705) 474-3461, extension 4285, E-mail: deaned@nipissing.ca; Web: <http://www.nipissing.ca/departments/education.htm>**

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Nipissing University is an equal opportunity employer.

Vice-Principal (Research) Queen's University

Queen's University, one of the leading research-intensive universities in Canada, invites applications or nominations for the position of Vice-Principal (Research). The appointment will be for a renewable five-year term commencing July 1, 2000 and will include a continuing academic appointment. The Vice-Principal will be expected to provide outstanding leadership in the further development and promotion of research.

The University has approximately 1,000 faculty and 2,000 staff with a student enrolment of 14,000 full-time and 3,000 part-time. It is located in the historic city of Kingston, Ontario, which offers an abundance of cultural and recreational activities.

Reporting directly to the Principal, the Vice-Principal (Research) will serve as a key member of the senior management team. Primary responsibilities of the Vice-Principal will include the promotion and facilitation of research initiatives, establishing and maintaining national and international university/industry research liaisons, the co-ordination of research activities and services, the support of research infrastructure and facilities, and overseeing the University technology transfer activities. The Vice-Principal will work closely with the Vice-Principal (Academic) and Deans to effectively integrate research activities and teaching.

The successful candidate will have had substantial administrative experience within an academic setting and will have demonstrated excellence in teaching and research.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men including visible minorities, aboriginal people, people with disabilities, gay men and lesbians.

Written nominations or applications for the position, accompanied in the latter case by a resume of qualifications and experience and the names of three referees should be sent no later than January 21, 2000 to Mr. Jim Lindy, at the address shown on left.

LANDMARK Consulting Group

A Division of The Enns Partners Inc.

70 University Ave.
PO Box 14
Toronto CANADA
M5J 2M4
Fax: 416-598-4328

CAREERS SECTION • SECTION DES CARRIÈRES

In Computing and Business. Candidates from all areas of computer science and computer engineering are encouraged to apply. Candidates should have a PhD degree, either completed or near completion, in computer science, computer engineering, or closely related fields, with a strong commitment to active research and excellent teaching. The Department participates in the AITP program of the Ontario government, and is currently undergoing a period of rapid growth. We expect to continue expanding our faculty complement during the next few years. Appointments are effective July 1, 2000. Applicants should submit a curriculum vitae and the names, positions, affiliations, and addresses of three references to Dr. John L. Chan, Department of Physics and Computing, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3K5. Electronic submissions can be sent to jchan@uwaterloo.ca. All positions are subject to budgetary approval. A small-fee working environment is provided. Laurier is situated within the heart of the high-tech "golden triangle" region of Ontario. The University is committed to employment equity, and encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. For more information on the Department please visit our web page at <http://www.phys.uwaterloo.ca>.

COMPUTING SCIENCE

UNIVERSITY OF ALBERTA - Department of Computing Science Do you have a commitment to the science of computing? Are you looking for an academic environment that focuses on the science of your discipline? Join us in a dynamic Computing Science department, known for its collegial atmosphere and collaborative research environment. Our department is in the Faculty of Science at the University of Alberta, in Edmonton, the capital of Alberta. We have eight established research laboratories, including Algorithms, Artificial Intelligence and Cognitive Science, Database Management, Graphics, Networks and Communications, Failure and Distributed Systems, Software Engineering, and Vision and Robotics. We have abundant computing facilities, and our department leads broad-based multidisciplinary research within the Multimedia and Advanced Computational Infrastructure (MACI) project, and the Research Institute for Multimedia Systems (RIMS), in addition to the standard computer science research facilities. We also have a large SGI Origin 2000, and a 30mm digital display powered by an SGI Onyx2. We are currently constructing a new research laboratory building adjacent to a renovated historical building, to provide us with office and research space consolidated in the middle of our campus of about 20,000 students (see WebCam at www.uwaterloo.ca).

Our current complement of 37 regular faculty work within a department of 28 support staff, 135 graduate students (5050 MSc/PhD) and 325 undergraduate students. Our consistent performance in ACM World Programming Contests is evidence of our claim to be one of the best undergraduate programs in the country, and our graduate students are successful in industrial and academic research labs around the world. We are looking for young eager computing scientists to complement our strengths in all areas. We are particularly keen on those who can demonstrate that they are driven by curiosity and interested in collaborative research with existing faculty and graduate students. Candidates should have a PhD in Computing Science, a proven research record, and a strong commitment to excellence in teaching. Responsibilities include research as well as teaching at the graduate and undergraduate levels. Most positions will be at the assistant professor level, however we will consider associate and full professor appointments for outstanding candidates. We offer an environment that is congenial and supportive of new PhDs, with the challenge of helping you be your best, and the support to help you succeed within an academic environment. Our department is part of a full-service university, a province that has the fastest economic growth in the country, which includes over 1600 existing software development companies. Our current research program will expand to 31. Find further details about us at www.uwaterloo.ca.

is valued as and send your curriculum vitae and the names and addresses of three referees to Lisa Evans, Administrative Assistant, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2H1 or evans@ualberta.ca. The University of Alberta is committed to the principle of equity in employment. As an employer, we value diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

CRIMINOLOGY

SAINT MARY'S UNIVERSITY - The Department of Sociology and Criminology at Saint Mary's University invites applications for a full-time tenure track probationary position at the rank of Assistant Professor commencing September 1, 2000. Candidates should have a PhD, or be near completion with a record of research and teaching. They must be able to contribute to the Core Undergraduate Program in Criminology (Criminology Theory and Methods, Criminal Justice System, Criminal Statistics, Crime and Society) and to the Graduate Program in the Department. Other areas are open. Applicants are asked to submit a curriculum vitae, an example of recent published work, and arrange for three letters of reference to be sent directly to Dr. Ronald Cooper, Chairperson, Hiring Committee, Department of Sociology and Criminology, Saint Mary's University, Halifax, Nova Scotia, Canada, B3H 3C4. Applicants are responsible for ensuring that their letters, including all letters of reference are complete. Closing date for completed applications is February 1, 2000. This advertisement is designed to attract Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity. This position is subject to budgetary approval.

THE UNIVERSITY OF OTTAWA - Department of Criminology invites applications for a tenure-track position at the level of Assistant Professor, beginning July 1, 2000. Candidates must have a PhD in Criminology or a related discipline. The position is in support of a proposed PhD in Criminology, with the field of specialization in the creation and reform of criminal justice policy. Competence in at least one of the areas of social legal studies, theory, research methods, and policy and society would be an asset. Active bilingualism is a requirement for tenure in the Faculty of Social Sciences at the University of Ottawa. At the time of hiring, the successful candidate must be able to teach in English and have at least a passive knowledge of French. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Candidates are encouraged to send their curriculum vitae and names, addresses and telephone/e-mail contacts of three references to Dr. Daniel des Santos, Chair, Department of Criminology, University of Ottawa, Ottawa, Ontario K1N 6N5 by January 15, 2000.

UNIVERSITÉ D'OTTAWA - Le département de criminologie de l'Université d'Ottawa sollicite des candidatures pour un poste régulier de professeur adjoint débutant le 1er juillet 2000. Les candidats-e doivent avoir un doctorat complet en criminologie ou dans une discipline connexe. Le poste à pourvoir s'inscrit dans le contexte d'un projet de doctoral au programme de criminologie dont le domaine de spécialisation est la création et le réform des politiques pénales, méthodologie et police. Le bilinguisme actif est une exigence pour l'obtention de la permanence à la Faculté des sciences sociales de l'Université d'Ottawa. Au moment de l'embauche la candidate doit être en mesure d'enseigner en anglais et avoir au moins une connaissance passive du français. Conformément aux stipulations de la loi canadienne sur l'immigration, ce poste est offert aux citoyens et aux résidents du Canada. L'Université d'Ottawa a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature. Prière de faire parvenir votre demande d'emploi, votre curriculum vitae ainsi que les noms de trois références, leurs adresses et leurs numéros de téléphone/electronique à : Professeur Daniel des Santos, directeur, Département de criminologie, Faculté des sciences sociales, Université d'Ottawa, 25 rue d'Uttawa, Ottawa, Ontario, K1N 6N5. La date de fermeture est le 15 janvier 2000.

THE UNIVERSITY OF OTTAWA - Department of Criminology invites applications for a one year replacement position, beginning July 1, 2000. Candidates must have a PhD in Criminology or a related discipline. The position is in support of a proposed PhD in Criminology, with the field of specialization in the creation and reform of criminal justice policy. Competence in at least one of the areas of social legal studies, theory, research methods, and policy and society would be an asset. Active bilingualism is a requirement for tenure in the Faculty of Social Sciences at the University of Ottawa. At the time of hiring, the successful candidate must be able to teach in English and have at least a passive knowledge of French. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Candidates are encouraged to send their curriculum vitae and names, addresses and telephone/e-mail contacts of three references to Dr. Daniel des Santos, Chair, Department of Criminology, University of Ottawa, Ottawa, Ontario K1N 6N5 by January 15, 2000.

UNIVERSITÉ D'OTTAWA - Le département de criminologie de l'Université d'Ottawa sollicite des candidatures pour un poste de professeur adjoint débutant le 1er juillet 2000. Les candidats-e doivent avoir un doctorat complet en criminologie ou dans une discipline connexe. Le poste à pourvoir s'inscrit dans le contexte d'un projet de doctoral au programme de criminologie dont le domaine de spécialisation est la création et le réform des politiques pénales, méthodologie et police. Le bilinguisme actif est une exigence pour l'obtention de la permanence à la Faculté des sciences sociales de l'Université d'Ottawa. Au moment de l'embauche la candidate doit être en mesure d'enseigner en anglais et avoir au moins une connaissance passive du français. Conformément aux stipulations de la loi canadienne sur l'immigration, ce poste est offert aux citoyens et aux résidents du Canada. L'Université d'Ottawa a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature. Prière de faire parvenir votre demande d'emploi, votre curriculum vitae ainsi que les noms de trois références, leurs adresses et leurs numéros de téléphone/electronique à : Professeur Daniel des Santos, directeur, Département de criminologie, Faculté des sciences sociales, Université d'Ottawa, 25 rue d'Uttawa, Ottawa, Ontario, K1N 6N5. La date de fermeture est le 15 janvier 2000.

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DANCE

SIMON FRASER UNIVERSITY - The School for the Contemporary Arts at Simon Fraser University invites applications for a tenure track position, to be appointed as the Assistant Professor in the School for the Contemporary Arts, beginning September 1, 2000. The School for the Contemporary Arts is an interdisciplinary department offering B.A.s in Dance, Film, Music, Theatre, and Visual Art, as well as M.A.s in Dance, Film, Music, and Theatre. The successful applicant will be an artist/scholar with a specialization in dance criticism and graduate level teaching. The applicant will be able to work across disciplinary boundaries and can contribute to studio teaching in dance. Additional areas of specialization might include interdisciplinary new media, interdisciplinary performance, performance studies, or world dance. Applicants should hold a post-graduate degree and have a strong record of artistic production and scholarly publication. The dance program focuses on training in contemporary dance with courses in technique, composition, dance history, somatics, performance, improvisation, and interdisciplinary performance. Teaching duties will be shared with three other faculty members. This position is subject to budgetary approval. Applicants should send no later than January 31, 2000, a curriculum vitae, and the names, addresses and phone numbers of three references to: Owen Underhill, Director, School for the Contemporary Arts, Simon Fraser University, 8888 University Drive, Burnaby, BC, Canada V5A 1S6; FAX: (604) 291-5507.

POSTE EN FRANÇAIS

On the edge and leading the way. The University of Calgary is a contemporary university, on the edge of discovery, inquiry while delivering a dynamic life and quality learning experience.

Le Département d'études françaises, italiennes et espagnoles de l'Université de Calgary cherche à élargir les horizons intellectuels et linguistiques de sa population étudiante en l'exposant à une riche variété de cultures. États ce but, le Département souhaite intégrer à ses recherches et à son enseignement une orientation nouvelle et annonce par conséquent l'ouverture d'un poste de professeur adjoint en français, menant à la permanence (entrée en fonction le 1er juillet 2000), dans le domaine des études africaines (aire francophone). Nous recherchons la candidature de personnes poursuivant un programme de recherches dynamique et ayant pour spécialisation le champ littéraire, l'oralité, ou d'autres formes d'expression culturelle spécifiques aux pays francophones de l'Afrique. Toute(s) candidate(s) retenue(s) disposera d'une connaissance profonde des enjeux principaux de la communauté francophone internationale, utilisera dans ses travaux de recherche un grand nombre d'outils conceptuels, fera preuve d'un intérêt marqué pour l'étude des cultures francophones de l'Afrique, et s'engagera avec énergie dans la vie intellectuelle et administrative du Département.

La personne nommée à ce poste tiendra un doctorat (PhD ou l'équivalent) en études françaises ou dans un domaine connexe, complètera à son actif un excellent dossier de publications, maîtrisera les théories actuelles de la littérature et de la culture, aura déjà enseigné le français à des non-français communs, et pratiquera couramment le français comme langue de communication quotidienne. Nous favorisons la candidature de personnes qui apportent du dynamisme et de l'innovation à leurs recherches et à leur enseignement (premier, deuxième et troisième cycles), qui sont aptes à créer de nouveaux points intellectuels entre les divers secteurs du Département et de l'Université et qui ont intégré une vision interdisciplinaire à leur propre travail universitaire.

Les candidat(e)s doivent faire parvenir trois lettres de recommandation directement au Département d'études françaises, italiennes et espagnoles et envoyer une lettre ainsi qu'un curriculum vitae détaillé sous pli séparé. Toute documentation relative à cette demande doit parvenir au plus tard le 31 janvier 2000 à l'adresse qui suit:

M. Anthony Wall, directeur, Département de French, Italian and Spanish, University of Calgary, 2500 University Drive NW, Calgary, Alberta, Canada T2N 1N4.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

DENTISTRY

MCGL UNIVERSITY - Faculty of Dentistry. Oral Medicine. Applications are invited for a full-time tenure-track position in the Division of Oral Medicine. Candidates must have graduate standing in Oral Medicine or allied disciplines that equates them for licensure in Quebec. Preference will be given to Canadian citizens and permanent residents. Applicants will be expected to contribute to teaching, research, and patient care. A working knowledge of French is an asset. Rank and salary are commensurate with qualifications. Private practice opportunities are available. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents of Canada. The University is committed to equity in employment. Applicants will be received until March 1, 2000, or such time as a suitable candidate is identified. Please forward a curriculum vitae and the names of three references to: Dr. Martin T. Tyler, Chair, Search Committee, Faculty of Dentistry, McGill University, 3640 University Street, Room M22 Montreal, Quebec, H3A 2B2. Email: mttyler@med.mcgill.ca.

DRAMA

THE UNIVERSITY OF WATERLOO invites applications for a tenure-track position in the Department of Drama and Speech Communication beginning July 1, 2000. The position is dedicated to studies in drama and theatre arts and drama studies, based in a liberal arts faculty, provides an equal balance between courses in Theatre History, Dramatic Literature, Dramatic Criticism, and Stagecraft, Acting, Directing, Designing, Playwriting, etc. The department provides 4-6 mainstage productions annually, in addition to a dozen student-directed productions. The successful candidate will have range enough to work in several of these areas and be able to demonstrate a record of strong interpersonal skills. A strong academic record, but an M.A.M.A. with an extensive and documented professional theatre profile will also be considered. Teaching experience is a considerable asset. Send letters of application and three letters of reference to Professor Joel Greenberg, Chair, Department of Drama and Speech Communication, University of Waterloo, Waterloo, Ontario N2L 3G1. Application deadline: December 31, 1999. In accordance with Canadian immigration requirements, this advertisement is directed

Faculty Positions Centre for Commerce and Administrative Studies

Athabasca University, Canada's Open University™, invites applications for tenure-track appointments in Financial Accounting, Management Science, and Management Information Systems (MIS) in its Centre for Commerce and Administrative Studies.

The Centre for Commerce and Administrative Studies is an innovative, undergraduate school of business that offers courses and degree programs throughout North America and, increasingly, globally via the Internet. You will be part of a highly motivated team advancing technological boundaries in undergraduate education.

Financial Accounting - The ideal candidate should hold a PhD (or be near completion) in accounting. A master's degree with a professional accounting designation will be considered.

Management Science - The ideal candidate should hold a PhD (or be near completion) in management science. Secondary interests in one or more of business statistics, service operations, or strategic use of information technology would be an asset.

Management Information Systems - The ideal candidate should hold a PhD (or be near completion) in MIS or a closely related field. A research profile in MIS or a related area is also required.

Demonstrated excellent communication skills are required for these positions. Preference will be given to candidates with experience in distance and non-traditional adult education. Experience with computer-based distributed learning will be an asset.

In accordance with Canadian Immigration Department regulations, the Management Science position advertisement is directed to Canadian citizens and permanent residents.

Athabasca University is located in the town of Athabasca in the beautiful cottage country of north central Alberta, 145 km north of Edmonton, with regional offices in Calgary and Edmonton. It delivers university education to approximately 18,000 students per year.

Athabasca University maintains an environment that develops and supports equitable working conditions for members of groups traditionally under-represented in universities.

Applicants should forward a letter of application, a curriculum vitae, and the names and addresses of three references by mail to: Director of Human Resources, Athabasca University, 1 University Drive, Athabasca, Alberta T9S 3A3, by fax (780) 675-6135 or by e-mail to resume@athabascau.ca. Further information about these positions may be obtained from Mavis Jacobs, Director, Centre for Commerce and Administrative Studies at (780) 675-6483, fax (780) 675-6338, or e-mail mavisj@athabascau.ca.

These competitions will remain open until suitable candidates are selected.

Athabasca University Canada's Open University™

QUEEN'S UNIVERSITY AT KINGSTON Dean, School of Graduate Studies

Queen's University invites nominations and applications for the position of Dean of the School of Graduate Studies. The appointment is for a renewable five-year term commencing July 1, 2000 and will include a continuing academic appointment. The Dean will be expected to provide strong academic leadership to a highly varied program of graduate studies at both the Masters and Doctoral levels.

The University has approximately 1,000 faculty and 2,000 staff. It is located in the historic City of Kingston, Ontario which offers an abundance of cultural and recreational activities. Approximately 2,200 graduate students are included in the University student enrolment of 14,000 full-time and 3,000 part-time.

The Dean will report to the Vice-President (Academic) and will be responsible for furthering the development of a strong and vibrant graduate program, administration of Senate policies as they pertain to graduate studies and for the supervision of the graduate teaching programs and the budget of the School. Since the programs of the School extend across the University, the Dean will work closely with the faculty deans and heads of academic departments, centres and institutes in all aspects of their work. The Dean also has direct responsibility for the School of Policy Studies, the School of Urban and Regional Planning and for the School of Industrial Relations.

The successful candidate will have had substantial administrative experience, an outstanding record of leadership in Graduate Studies and will have demonstrated excellence in teaching and research. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified women and men, including visible minorities, aboriginal peoples, persons with disabilities, gay men and lesbians.

Written nominations or applications for the position, accompanied in the latter case by a resume of qualification and experience and the names of three referees be sent no later than January 5, 2000 to: Dr. David H. Turpin, Vice-President (Academic), Queen's University Richardson Hall, Room 239, Kingston, ON K7L 3N6 Canada.

CAREERS SECTION / SECTION DES CARRIÈRES

to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

EARTH SCIENCES

SIMON FRASER UNIVERSITY - Department of Earth Sciences, Assistant Professorship in Structural Geology. The Department of Earth Sciences at Simon Fraser University invites applications for a tenure track assistant professorship in structural geology commencing September 1, 2000. A PhD is required and previous research, teaching or industry experience is desirable. It is expected that the research activities of the successful candidate will complement some aspect of our existing research interests within the Department. The successful candidate will develop a field-oriented research program, and supervise both graduate and undergraduate students. Teaching responsibilities will include structural geology, field camps and advanced courses in the appropriate field of expertise. Eligibility for recognition as a professional geoscientist (P.Geo.) with the Association of Professional Engineers and Geoscientists of British Columbia (APGECBC) is desirable. For additional information about this position, see <http://www.sfu.ca/earthsciences/>. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equal employment and equal opportunity. Applications are invited to submit a curriculum vitae, a statement of research and teaching interests, and the names and addresses of three referees. Applications in requests for further information should be directed to: Dr. E. Harkin, Chair, Department of Earth Sciences, Simon Fraser University, 8888 University Drive, Burnaby, BC V5A 1S6; Phone 604-291-4657; Fax 604-291-4138; E-mail: harkin@sfu.ca. The closing date for applications is January 31, 2000.

ECONOMICS

UNIVERSITY OF WATERLOO - The Department of Economics at the University of Waterloo seeks to fill a tenure track position at the level of Assistant Professor. Consideration will be given to applicants with a PhD and who have demonstrated excellent teaching skills. While all areas of economics will be considered, the department is especially interested in appointing someone in open economy macroeconomics. The successful candidate will teach at both the graduate and undergraduate levels, and is expected to develop an independent research program. Excellence in research and teaching are primary criteria for the position. The position is effective September 1, 2000. Salary will be commensurate with Canadian immigration requirements. This advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. If you are interested in the position send your curriculum vitae to: Dr. James A. Bine, Chair, Department of Economics, University of Waterloo, Waterloo, Ontario, N2L 3G1. Closing date for applications is January 15, 2000.

UNIVERSITY OF WATERLOO - The Department of Economics at the University of Waterloo seeks to fill a tenure track position at the level of Assistant/Associate Professor. Applicants must have a PhD and have demonstrated excellent teaching skills. The successful candidate will teach marketing and applied consumer economics at both the graduate and undergraduate level, and be expected to have an independent research program. Excellence in research and teaching are primary criteria for the position. This position is effective September 1, 2000. Salary will be commensurate with experience and qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. If you are interested in the position send your curriculum vitae to: Dr. James A. Bine, Chair, Department of Economics, University of Waterloo, Waterloo, Ontario, N2L 3G1. Closing date for applications is January 15, 2000.

BROCK UNIVERSITY - The Department of Economics at Brock University invites applications for a ten month limited term appointment in the rank of Assistant Professor, effective August 15, 2000 and subject to final budgetary approval. A recently completed Ph.D. in Economics is required (candidates without a completed Ph.D. may be considered for appointment at the rank of Lecturer) with demonstrated teaching ability and scholarly potential in econometrics and macroeconomics. In addition to undergraduate teaching and supervision of individual students, the successful candidate will be expected to be engaged in independent research and scholarly activities and to participate in the affairs of the department. Applicants should submit by January 31, 2000 a letter of application together with curriculum vitae, representative published work, the names and addresses of three referees, and teaching evaluations or other evidence of teaching ability to: Professor Joseph Koshine, Chair of the Recruitment Committee, Department of Economics, Brock University, St. Catharines, Ontario, Canada, L2S 3A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy which seeks to reduce gender imbalance in faculty; qualified women candidates are especially encouraged to apply. More information on Brock University can be found on the University's website: <http://www.brocku.ca>.

UNIVERSITY OF MANITOBA - The Department of Economics at the University of Manitoba invites applications for a full-time tenure track appointment at the rank of Assistant Professor in economic theory. The appointment will begin on July 1, 2000, or soon thereafter, subject to budgetary approval. The successful candidate must have a PhD by the time of appointment to the rank of Assistant Professor. Outlets will include undergraduate and graduate teaching and supervision in the core components of the departmental program: graduate supervision, research, and service-related activities. The salary range is \$40,254 - \$50,000; salary will be commensurate with experience and qualifications. The University of Manitoba encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. In accordance with Canadian immigration requirements, priority consideration will be given to Canadian citizens and permanent residents. Further information can be obtained from: Dr. J. A. Bine, Chair, Department of Economics, University of Waterloo, Waterloo, Ontario, N2L 3G1. Closing date for applications is January 15, 2000.

tion will be given to Canadian citizens and permanent residents. Further information concerning the Department and the University may be obtained from: <http://www.manitoba.ca/faculty/economics>. Application, curriculum vitae, and three letters of reference should be sent to: Professor Wayne Simpson, Head, Department of Economics, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 5V6 (envelope return to: Dr. Wayne Simpson, Department of Economics, University of Waterloo, Waterloo, Ontario, N2L 3G1). Deadline for receipt of applications is January 14, 2000.

EDUCATION

UNIVERSITY OF VICTORIA - The Department of Educational Psychology and Leadership Studies, University of Victoria invites applications for a tenure track position at the assistant

professor level in the area of educational psychology to begin July 1, 2000. Education background and research areas: A PhD in educational psychology. A research and teaching focus on at least two of the following areas - learning; child or adolescent development; cognition and classroom instruction; research or evaluation methodology; teaching experience and abilities; Educational psychology in general. Development with specific focus on childhood or adolescence. The individual would be expected to: Contribute to the teaching of educational psychology and development in the undergraduate program for teacher education. Contribute to the graduate program - Teach graduate courses; Develop a program of research; Supervise both master's and doctoral students. The University of Victoria is an equal employer and encourages applications from women, persons with disabilities, visible minorities, and Aboriginal peoples. In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. Applications should include a curriculum vitae and the names of at least three referees, and should be received no later than February 29, 2000. Please send applications to: Dr. John D. Anderson, Chair, Department of Educational Psychology & Leadership Studies, Faculty of Education, University of Victoria, PO Box 1800, STN CSC, Victoria, BC V8W 2Y4. hr@uvic.ca; Phone: 250-714-7199; Fax: 250-714-6190.

UNIVERSITY OF LETHBRIDGE - The Faculty of Education seeks to fill one approved tenure-track position for July 2000 in Aboriginal Teacher Education. The Faculty's major commitment is the education-degree component of an

integrated five-year, combined degrees program of initial teacher preparation. Approximately 200 students are admitted to this program each year. In addition a specially designed M.Ed. program has over 200 students enrolled. All professors are expected to supervise graduate students as well as to teach undergraduate and graduate courses, supervise graduate students, and conduct scholarly or creative work. Candidates must have a doctoral degree or be near completion and should be eligible for teacher certification in Alberta. Candidates must have a strong commitment to teacher education, especially with respect to the preparation of teachers, both Aboriginal and non-Aboriginal, for work with Aboriginal students. Also important is a commitment to research in a collaborative teaching environment and a willingness to accept an informal leadership role to promote Aboriginal education in the Faculty and to work collaboratively with Aboriginal communities in Southern Alberta. The Faculty tasks for granted that new appointees will possess facility with the integration of technology into teaching, research and service. In addition to expertise and qualifications in Aboriginal education, the successful candidate will be able to teach courses in the general components of teacher education, such as teaching methods, introduction to education, curriculum and instruction. It will be an advantage if candidates have curricular experience in other subject areas. The Faculty encourages applications from candidates who are of Aboriginal ancestry. Applications Deadline: 28 February 2000. The appointment will normally be made at the assistant professor rank. Send application and the names of three referees to: Dr. Laurie Walker, Dean of Education, University of Lethbridge, 4401 University Drive, Lethbridge, AB T1K 3M4. Telephone: (403) 329-2051; Fax: (403) 329-2252; E-Mail: walker@uleth.ca. The University seeks to

hire individuals who have a demonstrated potential to excel in teaching, research and scholarship. The University of Lethbridge is an equal opportunity employer. In accordance with the Canadian Immigration Regulation, this advertisement is directed to Canadian citizens and permanent residents of Canada.

MGILL UNIVERSITY - The Departments of Educational Studies and Culture and Values in Education invite applications for a tenure track track appointment in educational leadership/ international education. The position will require expertise in site-based educational leadership, comparative and international education, and development theory. The successful candidate will be expected to teach courses in the undergraduate and graduate levels in areas related to school-based leadership, gender and education, and international/multicultural education. The person appointed will supervise master's and doctoral students and BEd students during the practicum. Candidates with a well-established or developing program of research will be favoured. A knowledge of French would be highly desirable. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens or permanent residents of Canada. MGILL University supports employment equity, and encourages applications from women and men, persons with disabilities, members of visible minorities, and Aboriginal persons. The expected date of appointment is September 2000, and applications will close March 1, 2000. Letters of application should be accompanied by a curriculum vitae and the names of three referees. They should be sent to: Dr. David Smith, Search Committee, Department of Culture and Values in Education, MGILL University, 3700 McAvoy Street, Montreal, QC H3A 1Y2 (e-mail: smithd@education.mcgill.ca; fax: 514-393-6422).

University of Ottawa

Assistant Professor Health

The University of Ottawa's Faculty of Social Sciences invites applications for a tenure-track teaching position at the assistant professor level. The starting date for the position is July 1, 2000.

- have an academic background in a social science discipline
- have health issues as a teaching and research interest
- hold a doctoral degree or its equivalent, or be on the verge of obtaining one
- provide proof of your research interests in health issues
- able to teach in both English and French.

Teaching experience is also considered an asset.

The position, which is subject to final budget approval, will report to one of the Faculty's departments (Criminology, Sociology, Economics, Leisure Studies, Political Science, Psychology, Social Work). Part of your research activities will be conducted through the University's Institute of Population Health.

To apply, please send your résumé, along with the name of three referees, before January 15, 2000, to:

Caroline Andrew, Dean
University of Ottawa, Faculty of Social Sciences
Ottawa, Ontario K1N 6N5
Tel: 613-562-5903;
Fax: 613-562-5106
E-mail: candrew@uottawa.ca

The University of Ottawa has an employment equity policy. For candidates with backgrounds in Criminology, Psychology or Leisure Studies, the University strongly encourages applications from women. For candidates with backgrounds in Social Work, the University strongly encourages applications from men. Also, in compliance with Immigration Canada regulations, this ad is intended for Canadian citizens and permanent residents of Canada.

FACULTÉ DES SCIENCES SOCIALES FACULTY OF SOCIAL SCIENCES

Université d'Ottawa

Professeur(e) adjoint(e) Santé

La Faculté des sciences sociales de l'Université d'Ottawa sollicite des candidatures pour un poste au rang de professeur adjoint menant à la permanence. La date d'entrée en fonction est le 1er juillet 2000.

La personne choisie doit avoir une formation dans une des disciplines des sciences sociales et des intérêts d'enseignement et de recherche en santé. Le poste relève d'une des unités de la Faculté des sciences sociales (Criminologie, Science économique, Sciences du loisir, Science politique, Psychologie, Sociologie, Service social). Une partie de vos activités de recherche se feront auprès de l'Institut de la santé des populations de l'Université d'Ottawa. Vous devez posséder un doctorat ou l'équivalent (ou être sur le point de l'obtenir). L'expérience en enseignement constitue un atout. Vous devez fournir des preuves tangibles de votre intérêt pour la recherche sur la santé et pouvoir enseigner en français et en anglais. L'attribution du poste est soumise à une approbation budgétaire définitive.

Veuillez faire parvenir votre curriculum vitae, ainsi que le nom et l'adresse de trois répondants ou répondantes, avant le 15 janvier 2000, à:

Caroline Andrew, doyenne,
Université d'Ottawa, Faculté des sciences sociales,
Ottawa (Ontario) K1N 6N5
Tél: (613) 562-5903; Téléc: (613) 562-5106
Courriel: candrew@uottawa.ca

L'Université a une politique d'équité en matière d'emploi. Pour les personnes avec une formation en Criminologie, Psychologie ou Sciences du loisir, les femmes sont fortement encouragées à poser leur candidature. Pour les personnes avec une formation en Service social, les hommes sont fortement encouragés à poser leur candidature. Conformément aux exigences d'Immigration Canada, cette annonce s'adresse aux citoyens ou citoyens canadiens et aux résidents ou résidentes permanents du Canada.

FACULTY OF NURSING



On the edge and leading the way. The University of Calgary is a pioneering university that builds a spirit of discovery and inquiry while delivering a dynamic life and quality learning experience.

Applications for tenure track positions are invited at the Assistant and Associate Professor levels, to support the University of Calgary Faculty of Nursing emphasis on research, scholarship, practice, teaching excellence, internationalization, and revenue generation. Our Faculty has approximately 1000 students and 32 tenure track faculty. We are closely involved with the City of Calgary in the science, business, cultural, educational and health sectors.

We are seeking to fill three positions commencing August 1, 2000. The Faculty of Nursing has undergraduate, post-graduate, masters and doctoral programs. Faculty are expected to teach across programs. Undergraduate Partners include Mount Royal College, Medicine Hat College, and Centennial College. Doctoral collaboration with Dalhousie University has been initiated. International Partnerships include universities of Tampere (Finland), Bodø (Norway), Kagawa (Japan). The Faculty houses the Southern Alberta Nursing and Health Research Resource Unit (SANHRRU), the Multi-Media Development Laboratory and the Learning Resource Centre.

Applicants must have a passion for teaching, nursing practice and research. Qualifications must include graduate preparation in nursing, and Ph.D. studies. We welcome applicants with practice experience in Perinatal, Child Health, Nursing Foundations and Health Assessment/Adult Health. Candidates with other specialty areas are also encouraged to apply.

Please send a curriculum vitae and the names, addresses, telephone and fax numbers of three referees by February 1, 2000 to: Dr. Deborah Tamlyn, Dean, Faculty of Nursing, University of Calgary, 2500 University Drive NW, Calgary, Alberta T2N 1N4. Fax: (403) 282-5820.

Call (403) 220-4645/492 for a recruitment information package.

We encourage non-Canadian with a Ph.D. in nursing to apply. The University of Calgary respects, appreciates and encourages diversity.

www.ucalgary.ca/NU/



TENURE TRACK ASSISTANT PROFESSOR POSITIONS COMPUTER SCIENCE & ELECTRICAL & COMPUTER ENGINEERING

The Departments of Computer Science and Electrical and Computer Engineering at the University of British Columbia are recruiting for four new tenure-track positions at the rank of Assistant Professor. It is expected that the positions will support collaborative initiatives between the two departments in Software Engineering. However, outstanding candidates in all areas of Computer Science and Computer Engineering will be considered.

Applicants must demonstrate exceptional research potential and teaching ability. Successful candidates are expected to pursue an active research program, perform both undergraduate and graduate teaching, and supervise graduate students. A PhD or equivalent in an appropriate area is required. The positions are available immediately, and salary will be commensurate with experience.

Department of Computer Science

The Department will consider outstanding applicants over a wide range of areas of Computer Science research. In addition to software engineering, the Department has particular interest in recruiting in the areas of computational biology, computer architecture, computer graphics, databases, educational technology, human-computer interaction, multimedia, scientific computation, and systems.

The Department offers undergraduate and graduate degree programmes in Computer Science. Additional information about the Department is available at <http://www.cs.ubc.ca/>

Applicants should submit their resume and the names of at least three referees to:

Nick Pippenger,
Chair, Recruiting Committee
Department of Computer Science,
University of British Columbia
Vancouver, BC V6T 1Z4

Applicants are requested to submit their curriculum vitae to the Department that most closely fits their background and interests. Applicants to one Department will not automatically be considered by the other. Short-listed candidates may be considered for joint appointment, if appropriate.

To ensure consideration, please respond by January 31, 2000. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

Department of Electrical & Computer Engineering

The Department invites outstanding applicants over a wide area of Computer Engineering and particularly those with strength in core software engineering methodologies such as verification, testing, reliability and performance; language manipulation; requirements analysis and design; and applications areas such as real-time, fault tolerant, distributed and parallel processing and HCI. Industrial experience is an asset.

The Department offers undergraduate and graduate degree programmes in Electrical Engineering and Computer Engineering. Additional information about the Department is available at <http://www.ece.ubc.ca/>

Applicants should submit their resume and the names of at least three referees to:

Chair, Recruiting Committee
Department of Electrical and Computer Engineering
University of British Columbia
Vancouver, BC V6T 1Z4

ACADIA UNIVERSITY

Wolfville, Nova Scotia



Acadia University has embarked on the next evolution in learning through The Acadia Advantage, an academic initiative that integrates the use of notebook computers into the curriculum of all undergraduate students. It is an exciting undertaking that enhances the university's teaching and learning environment, and continues a tradition which has made Acadia a leader in undergraduate education.

Acadia University invites applications for opportunities in the following areas:

Biology

(1) The Department of Biology at Acadia University invites applications for a tenure track position in **Conservation Genetics** (Position #20108) at the rank of Associate or Assistant Professor, effective 1 July 2000. Applicants should have a Ph.D. degree by the appointment date. Postdoctoral experience is preferred. The successful applicant should be committed to undergraduate teaching in genetics and molecular biology. Additional teaching and thesis supervision in area(s) of expertise are also expected. The candidate will be expected to forge collaborative links with industry, government and other academic institutions and to develop a strong externally funded research program in the new living Environmental Sciences Research Centre. The Centre, presently under construction, will contain extensive experimental gardens and glasshouses, herbarium and laboratory facilities. In addition, Acadia University has numerous outlying field sites, which could be utilized by the successful applicant.

Applicants should submit a letter of application and curriculum vitae, and arrange for three letters of recommendation to be sent to Dr. Tom Hermans, Chair, Selection Committee, Department of Biology, Acadia University, Wolfville, Nova Scotia, B0P 1X0. Fax: (902) 585-1059.

• Closing date is February 15, 2000.

(2) The Department of Biology at Acadia University invites applications for a tenure track position in **Ultrastructural Biology** (Position #20119) at the rank of Assistant or Associate Professor, effective 1 July 2000. Applicants should have a Ph.D. degree by the appointment date. Postdoctoral experience is preferred. The successful applicant will be expected to develop and teach a new microscopy techniques course. Additional teaching and thesis supervision in area(s) of expertise are also expected. The successful applicant will be involved in the direction and management of Acadia's new CF1 Microstructural Analysis Centre, which includes SEM, TEM and Confocal Microscopes. The candidate will be expected to forge collaborative links with industry, government and other academic institutions and to develop a strong externally funded research program.

Applicants should submit a letter of application and curriculum vitae, and arrange for three letters of recommendation to be sent to Dr. Tom Hermans, Chair, Selection Committee, Department of Biology, Acadia University, Wolfville, Nova Scotia, B0P 1X0. Fax: (902) 585-1059.

• Closing date is February 15, 2000.

Business Administration

Invites applications for the following positions at the Assistant Professor level effective July 1, 2000:

(1) A tenure-track position (position #30101) with teaching and research responsibilities in **Accounting**.

(2) A three-year Contractually Limited Term position (position #30123) in the area of **Management of Technology** with research and teaching interests in **Electronic Commerce**. Preference will be given to those candidates with proven research and teaching interests in the

managerial and technical dimensions of Electronic Commerce.

A Ph.D. completed (or close to complete) is expected. As much of the instruction in the School is accomplished in a team environment, flexibility to teach in the candidate's secondary teaching area will be considered. Candidates are asked therefore to identify their second teaching area of interest. Successful candidates will demonstrate a commitment to undergraduate teaching and are expected to develop an active research program. Practical business experience is valued to enhance the School's multidisciplinary approach to business, and offers faculty and students extensive opportunities for project work in the business environment.

Letters of application with a recent curriculum vitae and the names of three referees should be sent to Dr. Stephen Ash, Director, Fred C. Manning School of Business, Acadia University, Wolfville, NS B0P 1X0. Tel: (902) 585-1216. Fax: (902) 585-1085.

E-mail: stephen.ash@acadiau.ca
Further information on the Fred C. Manning School of Business can be found at <http://www.acadiau.ca/fps/business/home.htm>

• Closing date is January 15, 2000.

Chemistry

Applicants are invited for a tenure-track position (#20205) at the rank of Assistant or Associate Professor level in any area of chemistry who would be able to make extensive use of the new research facilities of the Microstructural Analysis Centre. The research instruments in the Centre include state-of-the-art STM/AFM, FTIR, SEM, TEM, confocal microscope and epifluorescence microscope. Preference will be given to candidates with a strong background in analytical, physical organic, physical inorganic, or biophysical chemistry, or material science.

Applicants are invited for a tenure-track position (#20202) at the rank of Assistant Professor level in the areas of organic chemistry or biochemistry.

Outstanding candidates with a commitment to excellence in research and teaching are being sought for both positions. The successful candidates will be expected to develop and maintain both an innovative externally funded research program and an excellent teaching record.

Applicants should include a complete resume, research proposal and statement of the candidate's teaching philosophy. Please also include the names, addresses, phone numbers, and e-mail addresses of three people providing letters of reference. The candidate should send the application and arrange to have three letters of reference sent to Dr. Sharon G. Roscoe, Head, Department of Chemistry, Acadia University, Wolfville, NS, B0P 1X0. Tel: (902) 585-1156. Fax: (902) 585-1114. E-mail: sharon.roscoe@acadiau.ca

• Closing date is January 10, 2000

Computer Science

Applications are invited for two entry-level Assistant Professor tenure track positions (#20304 and #20312) in Computer Science beginning July 1, 2000. Minimum qualifications are a Ph.D. in computer science or allied discipline, complete or nearing completion, and evidence of strong research potential.

We are seeking individuals with research interests in any branch of computer science. Preference will be given to candidates with teaching ability in one or more of the following areas: electronic commerce, translators, and databases.

The Schools' 11 faculty members instruct students in the bachelors and masters programs. Areas of ongoing research projects are agents, artificial intelligence, computer based teaching, formal specifications, networks, new generation architecture and languages, object-oriented systems, parallel algorithms, and visual languages. The UNIX and Windows networks provide access to computing support for teaching and research.

Letters of application, a curriculum vitae, and the names of three references should be sent to Dr. Andre Trudel, Chair of the Selection Committee, Faculty School of Computer Science, Acadia University, Wolfville, Nova Scotia, B0P 1X0. Tel: (902) 585-1331; Fax: (902) 585-1067; E-mail: andre.trudel@acadiau.ca

• Assessment of applications will begin 15 January 2000.

Education

Invites applications and nominations for the following tenure-track positions:

(1) **Assessment and Instruction (Special Education)** (position #30204)

(2) **Language Arts** (position #30209)

Candidates should have a completed doctorate, a strong teaching background, school based experience, and demonstrated scholarly activity.

Appointments are normally made at the Assistant Professor level. Teaching responsibilities include instruction and supervision in both Bachelor of Education and graduate programs. Appointments commence July 1, 2000.

The School of Education participates in the Acadia Advantage, an academic initiative that integrates the use of notebook computers into the undergraduate curriculum. Information about Acadia University and School of Education programs can be accessed at <http://www.acadiau.ca/fps/edu/home.htm>

Applicants should submit a letter of application, curriculum vitae, two recent examples of scholarly writing, and arrange for three letters of recommendation to be forwarded to Dr. Bryant Griffith, Director, School of Education, Acadia University, Wolfville, NS, B0P 1X0. Fax: (902) 585-1071. Email: Bryant.griffith@acadiau.ca

• Closing date is January 17, 2000.

English

The Department of English invites applications for three tenure-track positions at the rank of Assistant Professor, effective 1 July 2000:

(1) **Children's Literature** (Position #10408)

(2) **Victorian Novel and Poetry** (Position #10416)

(3) **Twentieth-Century British Novel and Poetry** (Position #10418)

The Department is seeking candidates with a completed doctorate, an active research programme, and a love of teaching. Candidates for all three

positions also teach first-year Literature and/or Composition. Expertise in at least one of the following would be an asset: Creative Writing, Modern Drama, Theory, and Medieval/Early Modern.

Applicants should submit a letter of application, a curriculum vitae, and a sample of writing, and arrange for three letters of recommendation to be sent to Dr. Gwen Davies, Head, Department of English, Acadia University, Wolfville, Nova Scotia, B0P 1X0. Tel: 902-585-1503 Fax: 902-585-1070. E-mail: gwen.davies@acadiau.ca

• Closing date is 17 January 2000.

History

The Department of History invites applications for a tenure track position (position #10705) at the Assistant Professor level commencing on or after 1 July 2000. Candidates should have a completed Ph.D. by the appointment date and be qualified to teach 19th and 20th Century United States. Teaching strengths in one or more of the following would be an asset: Latin America, Africa, environmental history, history of race relations.

Applicants should submit a letter of application, a curriculum vitae, and arrange for three letters of recommendation to be sent to Dr. Barry Moody, Head, Department of History, Acadia University, Wolfville, NS, B0P 1X0. Fax: 902-585-1070. E-mail: barry.moody@acadiau.ca

• Assessment of applications will begin 17 January 2000.

Mathematics and Statistics

The Department of Mathematics and Statistics invites applications for a tenure-track position at the rank of Assistant Professor, beginning July 1, 2000.

Acadia University is an institution with a proud emphasis on undergraduate teaching. In addition to its service teaching, the Department of Mathematics and Statistics provides a range of programs in statistics, applied and pure mathematics for majors and honours students. Approximately half our undergraduates are women. Joint programs in mathematics with business and mathematics with computer science are active, and a co-op program is beginning to thrive.

The candidate should have completed a Ph.D., and be engaged in research in an area of contemporary applied mathematics or statistics. A genuine commitment to undergraduate teaching and an ongoing research program are required. The demonstrated ability to act as a mentor for women students will be an asset for this position. The search will continue until the position is filled.

Applicants should send a curriculum vitae referring to position #20912 to Dr. Joe Masaro, Chair, Search Committee, Department of Mathematics and Statistics, Acadia University, Wolfville, NS, B0P 1X0. Fax: 902-585-1074. Applicants should arrange for three letters of reference to be sent directly to the same address. Applications without such letters will not be considered complete.

• Closing date is January 15, 2000

Recreation Management and Kinesiology

Invites applications in the following areas:

(1) A tenure-track appointment (position #30315) beginning July 1, 2000 in the area of **Sport Management** at the rank of Assistant Professor. Applicants must be able to teach courses and provide leadership in this area of sport management and supervise related

practicums. Experience in the areas of sport marketing, facility planning and management, and event planning and management will be an asset.

(2) A tenure-track position (position #30317) beginning July 1, 2000 in the area of **Sociocultural aspects of Physical Activity and Sport** at the rank of Assistant Professor. The successful candidate is expected to teach in and provide leadership for the health and wellness specialization.

(3) A tenure-track position (position #30320) beginning July 1, 2000 in the area of **Leisure Services Programming and Leadership** at the rank of Assistant Professor. The position will focus broadly on understanding leisure behavior and its professional applications. The ability to provide leadership and to teach in the community tourism specialization is required.

The successful candidates will have a Ph.D., demonstrated excellence in teaching, and will be expected to develop a program of research and scholarly activity. The ability to teach other courses in Kinesiology, including activity courses, or in the Recreation Management program will be considered.

Applicants are invited to write in confidence enclosing curriculum vitae and the names of three referees. Applications should be addressed to Dr. Gary Ness, Director, School of Recreation Management and Kinesiology, Box 143 Acadia University, Wolfville, NS, B0P 1X0. Tel: (902) 585-1566. Fax: (902) 585-1072; E-mail: gary.ness@acadiau.ca

• Closing date is January 15, 2000.

Nutrition and Food Science

The School of Nutrition and Food Science invites applications from qualified candidates for a tenure track position (position #20709) at the Assistant Professor level, beginning on 1 July 2000. Undergraduate teaching responsibilities will be in the areas of sensory evaluation of foods, food commodities and resource management. Other duties include developing an externally funded research program and supervising student research projects. An earned doctorate in Food Science or related field is required. Membership in Dictionaries of Canada is an asset.

Applicants should submit a letter of application and curriculum vitae, and arrange for three letters of recommendation to be sent to Dr. Elizabeth Johnston, Director, School of Nutrition and Food Science, Acadia University, Wolfville, Nova Scotia, B0P 1X0. Tel: (902) 585-1366. Fax: (902) 585-1095

• Closing date is January 31, 2000.

Sociology

The Department of Sociology invites applications for a tenure-track position (position #11306) at the rank of Assistant Professor, commencing 1 July 2000. Selection will be based on the candidates' research record and teaching experience, and the extent to which teaching areas complement the Department's needs. Preference will be given to applicants who have a completed doctorate and a research programme in deviance or criminology.

Applicants should submit a letter of application and curriculum vitae, and arrange for three letters of recommendation to be sent to Dr. E. Dianne Looker, Professor and Head, Department of Sociology, Acadia University, Wolfville, NS, B0P 1X0. Fax: 902-585-1070; E-mail: dianne.looker@acadiau.ca

• Closing date is January 14, 2000.

Acadia has recently adopted the Acadia Advantage initiative, which incorporates computer technology into the learning process. Faculty members are expected to explore the use of information technology in teaching and exploit its application when they find it enhances the learning environment. The University is committed to supporting these endeavours.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer.

While budgetary approval has been granted for the position, Acadia University reserves the right not to fill positions or to fill positions at a level different from the advertised level or term.

For the most recent information on academic programs at Acadia University, please check our web site at: <http://www.acadiau.ca/academics/academic.html>



CAREERS SECTION • SECTION DES CARRIÈRES

ELECTRONICS

CARLETON UNIVERSITY — Department of Electronics. Applications are invited for a tenure-track position at the Assistant or Associate Professor level in the Department of Electronics to commence July 1, 2000. This position is subject to budgetary approval. Candidates should be ready to teach in the programs offered in the department and have demonstrated research ability in the field of optoelectronic technology, telecommunications. Areas of particular interest include photonics applications of MEMS (e.g. optical switching and attenuation), techniques for WDM and waveguide integration. The successful candidate will be expected to build a strong program of experimental research, to be active in graduate student supervision, and to develop new courses in the field at the graduate and senior undergraduate levels. Candidates must hold a doctoral degree. Membership in qualified engineering association is desirable but not essential. The Department of Electronics maintains a state-of-the-art laboratory for research in silicon process technology and semiconductor device physics. Considerable experience is available in the fabrication of microelectronic optical systems, holographic optical elements, optical waveguides, and devices in coplanar waveguide technology. Details can be found at <http://www.carleton.ca/electronics>. Salary and funding will be available to assist in the development of a photonics laboratory at Carleton. Interested parties should send a curriculum vitae, a letter of intent, and three references to the Department of Electronics, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada K1S 5S6. Telephone: (613) 520-3754. Fax: (613) 520-3758. Applications will be accepted in the form of the position advertisement until July 1, 2000. The University is committed to equality of employment for women, aboriginal peoples, visible minorities, and people with disabilities. Persons from these groups are encouraged to apply.

CARLETON UNIVERSITY — Department of Electronics. Applications are invited for a tenure-track position at the Assistant Professor level in the Department of Electronics to commence July 1, 2000. This position is subject to budgetary approval. Candidates must hold a doctoral degree and must have demonstrated potential to carry out leading-edge research and teaching at the graduate and senior undergraduate level in the field of electronics, expertise in integrated design for telecommunications including mixed-signal, analog or RF IC design is particularly valued. Membership or eligibility for membership in a Canadian professional engineering association is desirable but not essential. The Department of Electronics has a long history of research in VLSI design, CAD, and microelectronics. CAD for VLSI, antenna design, and semiconductor device modelling, and has superb infrastructure to support work in these fields. Details can be found at <http://www.carleton.ca/electronics>. The Department is a member of all relevant federal and provincial centers of excellence, including CITO, Microcent and CIR. The faculty includes three IEEE Fellows. Carleton University is located in Ottawa — Canada's high technology capital — has allowed the Department to develop strong research collaboration with General Motors, Newbridge, Nortel and many other companies. There is also strong collaboration with the National Research Council and the Communications Research Centre. Home to the National Museum, the Canadian Gallery and many major museums, Ottawa offers the convenience of living in a medium-sized city combined with cultural amenities. One would expect to find a much larger urban center. There are also excellent opportunities for outdoor sports and recreation. Gateways for just down the road to the Ottawa River and the world's longest skating rink, linking Carleton University to downtown. Sailing on the Ottawa river and canoeing in nearby Algonquin Park are popular summertime activities. Applications with a curriculum vitae and the names of three referees, should be sent to: Professor Gary Tai, Acting Chair, Department of Electronics, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada K1S 5S6. Telephone: (613) 520-3754. Fax: (613) 520-3758. Applications will be accepted as long as the position remains unfilled. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and people with disabilities. Persons from these groups are encouraged to apply.

ENGINEERING

UNIVERSITY OF WATERLOO — The Department of Civil Engineering invites applications for a tenure-track position at the Assistant or Associate Professor rank. Applicants must be eligible for Professional Engineering registration in Ontario and have a PhD in Civil Engineering, a strong analytical background and a research record in water. The successful candidate will complement the department's infrastructure group which includes the focus areas of construction engineering and management, roads and tunnels, building and infrastructure research, and water resources and water treatment and effluent treatment, and repair and rehabilitation. It is anticipated that the appointment will begin May 1, 2000 or as soon as possible thereafter. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable. The successful applicant is expected to have excellent communication skills and be able to teach undergraduate and graduate courses in a wide range of subjects in Civil Engineering. The successful candidate will be expected to teach graduate courses in General Engineering. This appointment is subject to the availability of funds. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and FAX number of at least three referees. Mail to: Professor J.E. Sykes, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the position is filled.

UNIVERSITY OF WATERLOO — Electrical and Computer Engineering The University of Waterloo invites applications for several tenure-track faculty positions in all areas of Electrical and Computer Engineering. Applicants should have a Ph.D. in Electrical/Computer/Electronics Engineering, Computer Science, or a closely related discipline, and must have a strong commitment to both research and teaching. Eligibility for registration as a Professional Engineer is desirable. We expect to fill most positions at the Assistant or Associate Professor level, but candidates at all levels of experience are encouraged to apply. The Department offers undergraduate co-op programs in Electrical Engineering and Computer Engineering and plans to introduce a Software Engineering degree program early with Computer Science. The department attracts outstanding Canadian and international students to its master's and doctoral programs. There are currently 175 graduate students supervised by 42 full-time faculty. With industry and government support, excellent teaching and research laboratories have been developed and are being expanded in all key areas of Electrical and Computer Engineering. The department provides excellent research opportunities in many rapidly developing areas of Information Technology, and fosters joint research with industry. More information on these opportunities, programs, and research facilities can be obtained at <http://www.ece.uwaterloo.ca>. Applicants, including a curriculum vitae and the names and e-mail addresses of at least three referees, should be sent to: Professor Sandra Milne, Coordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, e-mail: sandra.milne@utoronto.ca. To expedite handling of applications, candidates should include such names as referees to direct the search to the same address. Applications will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments will be subject to the availability of funds.

UNIVERSITY OF WINDSOR — The Electrical and Computer Engineering Program at the University of Windsor seeks applications for a tenure-track position at the rank of Assistant Professor commencing July 1, 2000, in each of the following areas: Microelectromechanical Integrated Circuit Design (MEMS), with a focus on automotive electronics in the area of intelligent sensors; and Computer Communications and Networking. A Ph.D. in Electrical or Computer Engineering, an excellent communication skills, and the ability to work with industrial partners are required. Eligibility for registration as a P.Eng. in Ontario is desirable. Evidence of strong research potential and the ability to teach undergraduate and graduate courses, is essential. The University of Windsor is committed to equality and diversity in the workplace and welcomes applications from Aboriginal Peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration requirements, a priority will be given to Canadian citizens and permanent residents of Canada. Applicants will submit a letter of application, including a statement of citizenship/patriotism status; a detailed curriculum vitae; a statement of teaching and research interests; graduate transcripts, if a recent Ph.D.; a statement of writing sample course outlines; teaching evaluations, if available; and three current letters of reference, forwarded by the referees. Complete applications and letters of reference should be submitted by January 28, 2000 to: Program Chair, Electrical & Computer Engineering, University of Windsor, Windsor, ON N9B 2P9. Phone: (519) 253-3000, Ext. 2570, Fax: (519) 971-3695, Email: solish@uwaterloo.ca. The University of Windsor, one of Ontario's leading academic institutions, provides "the degree that works" — an innovative, quality education, growth with progress, prepares its graduates for the challenges of tomorrow. Information about the University of Windsor, and its programs may be found at <http://www.uwindsor.ca>.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Electrical Engineering Applications are invited for a tenure-track position at the Assistant or Associate Professor level commencing May 1, 2000 or as soon as possible thereafter, in the area of Applied Electronics with specialization in the design and analysis of antennas for wireless, RF and microwave systems; or electromagnetic devices for millimeter-wave and optical frequencies. Salary will be commensurate with qualifications and experience. Applicants should have an earned Ph.D. degree in the field of Applied Electronics, or related fields with preference given to applicants with a basic degree in Electrical Engineering. Teaching, research and industrial experience is desirable. The successful candidate will be required to teach undergraduate courses and develop undergraduate laboratories in the area of applied electronics and relevant core subjects, teach graduate courses in this area of specialization, and conduct research. The successful candidate will also be expected to initiate collaborative R&D with industry, supervise graduate students, and participate in educational, scholarly and professional activities, and register as a Professional Engineer in Newfoundland and Labrador. The Electrical Engineering discipline has well-established co-operative undergraduate programs in Electrical Engineering and Computer Engineering, as well as active graduate and research programs in the areas of telecommunications, signal processing, power systems, software, computer and digital systems, instrumentation, control and automation. Opportunities exist for collaborative research with ocean engineering industries. Memorial University is the largest university in Atlantic Canada and is the largest university in the world with a post-secondary teaching and research mandate. It has an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate opportunities to over 15,000 full- and part-time students, Memorial provides a distinctive environment for learning and research. For more information, applicants should send a detailed curriculum vitae, the names of three referees, a one-page statement concerning teaching and research interests, and copies of three relevant publications to: Dr. T. Sedhain, Dean, Faculty of Engineering and Ap-

plied Science, Memorial University of Newfoundland, Canada, A1B 3X5. Fax: (709) 733-8975. Reference: ELCE 99-02. The search committee will be filled to review applications starting January 15, 2000, and will continue to do so until the position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Memorial University of Newfoundland is committed to the principles of Employment Equity and welcomes applications from all qualified candidates.

UNIVERSITY OF ALBERTA — Department of Mechanical Engineering Applications from outstanding individuals are invited for several 3-1/2 full-time, tenure track positions at the Assistant or Associate Professor level depending upon qualifications. As a result of our currently expanding undergraduate and graduate programs we are interested in high quality candidates in the general areas of Thermofluids, Mechanisms/Materials and Manufacturing/Management. The intention is to build on the areas of strength within the existing complement of staff and faculty. The successful candidates will be expected to teach at the undergraduate and graduate levels, supervise undergraduate and graduate students, establish a viable, externally funded research program, and assist in the administrative duties of the department and faculty. Salary and rank will be commensurate with qualifications and experience. Candidates must hold a PhD in Mechanical Engineering or related discipline and expect to receive one before July 1, 2000. Research and/or industrial experience beyond a doctorate degree is desirable. Successful candidates will be expected to teach in the department, to register as a professional engineer with the Association of Professional Engineers, Geophysicists and Geologists of Alberta. Interested candidates should send a curriculum vitae, names of three referees, a statement of current and future research interests as well as a specific research plan, and three papers most relevant to research interests to: Dr. M.G. Fairlie, Acting Chair, Department of Mechanical Engineering, University of Alberta, Edmonton, Alberta, Canada, T6G 2G8. Applications will be accepted until the positions are filled with interviews to start as soon as possible. Information about the department can be found at www.mech.ualberta.ca. The University of Alberta is committed to the principle of equality in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — Department of Chemical and Materials Engineering University of Alberta, invites applications for one tenure track faculty position at the Assistant Professor level in the area of catalytic reaction engineering. The position will be available July 1, 2000. Candidates must either hold a PhD in Chemical Engineering or related field and expect to receive one before July 1, 2000. Successful candidates will be expected to establish viable and productive research programs, and teach both graduate and undergraduate courses. The position is intended to complement our current strength in catalytic reaction engineering. One component of the research program will be applications of catalysis to biomass upgrading, to complement a proposed Synovate-NSERC Industrial Chair in Advanced Upgrading of Biomass. Contact our web site at www.ualberta.ca/chemeng for information about our Department. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. A resume, the names of three confidential referees, and statement of current research interests and plans for future research should be sent to: Dr. Murray Gray, Department of Chemical and Materials Engineering, University of Alberta, Edmonton, Alberta, Canada, T6G 2G8. Applications are requested prior to February 15, 2000. The University of Alberta is committed to the principle of equality in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — The Department of Electrical and Computer Engineering University of Alberta, invites applications for tenure track faculty positions at all levels in the area of computer and software engineering. The Department currently has 31 faculty members and is undergoing a major expansion to 52 over the next three years. A total of five new positions are planned (four on computer science and one on software engineering). The preferred areas for appointments are software engineering (including software design, software quality assurance, software testing, software reliability, computational intelligence development environment and software architecture in communication systems), embedded microprocessors and CORBA) as well as critical areas of computer engineering such as microprocessors and real-time systems, signal processing, digital VLSI design and fault tolerant systems. Additional information regarding research areas of interest in computer and software engineering can be found on our web site at <http://www.ualberta.ca/compeng/>. Applicants must have earned a PhD degree (or expected) in Computer Engineering, Computer Science or Electrical Engineering and have a strong commitment to research and teaching. Industrial experience will be considered an asset. The Department has excellent research and teaching facilities. Two new buildings are planned with completion dates of 2001 and 2002 (total planned area is 34,700 m² or 374,000 ft²). To apply, send a curriculum vitae including employment history, a statement of research interests and teaching interests, reports of at least two representative research papers and the names of at least three referees to: Dr. C.E. Caputo, Chair, Department of Electrical and Computer Engineering, The University of Alberta, Edmonton, Alberta, Canada, T6G 2G7. The search will continue until the position is filled. To ensure consideration, please respond by February 7, 2000. The University of Alberta is committed to the principle of equality in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

MCMASTER UNIVERSITY has identified "Information Technology" as an area of strategic importance in which it wishes to build. Electrical and Computer Engineering is receiving special attention in terms of resource allocation and faculty hiring. The Department of Electrical and Computer Engineering is seeking new faculty members at all ranks in the broad area of information technology with special emphasis on: computer engineering, data and network communications, microelectronics, communication systems, wire-

Director, Teaching and Learning Services University of Toronto at Scarborough

The Director will be responsible for a new department, Teaching and Learning Services. This group, together with the Collections Management and Access Services group, constitutes the library, and includes teaching librarians, instructional technology teachers and designers, and writing instructors. The Director will report to the Vice-Principal and Vice-Dean, whose office is also responsible for research activity, graduate students, and curriculum development. This is a full-time position at the rank of Lecturer. The mandate of Teaching and Learning Services is to develop and deliver programmes and services:

- To support excellence and innovation in faculty teaching, including, but not limited to, the effective use of new media and instructional technology.
- To promote the development of students' academic and life-long learning skills, particularly those related to finding, selecting, evaluating, using and communicating ideas and information.
- To participate in the development of the University's distance education initiatives.
- To coordinate and provide support for community/continuing education offerings.
- To develop a transitional year course for first year undergraduate students in collaboration with the Associate Vice-Principal, Student Affairs.
- To participate in the development of institutional grant proposals that involve any of the above areas, including digital information management, electronic scholarly publishing, and the use of technology in instruction.

The ideal candidate will demonstrate outstanding leadership skills, initiative, imagination, energy and enthusiasm. The Director must be able to interact comfortably with faculty as a peer and to act as a persuasive advocate for teaching development, information and instructional technology, and learning beyond the classroom. A good knowledge of current issues in academic libraries and electronic publishing is important. In addition to acting as a senior administrator and leader for the TLS, the Director will be expected to participate in the design and delivery of the teaching development portion of the unit's mandate. The Director will also have a teaching assignment within one of the five academic divisions.

- To support excellence and innovation in faculty teaching, including, but not limited to, the effective use of new media and instructional technology.
- To promote the development of students' academic and life-long learning skills, particularly those related to finding, selecting, evaluating, using and communicating ideas and information.
- To participate in the development of the University's distance education initiatives.
- To coordinate and provide support for community/continuing education offerings.
- To develop a transitional year course for first year undergraduate students in collaboration with the Associate Vice-Principal, Student Affairs.
- To participate in the development of institutional grant proposals that involve any of the above areas, including digital information management, electronic scholarly publishing, and the use of technology in instruction.

Closing date for applications is Jan. 31st, 2000. Applicants should send a curriculum vitae, reprints or preprints, and the names and contact information for 3 referees to: Prof. Colin M. MacLeod, Vice-Principal and Vice-Dean, University of Toronto at Scarborough, 1265 Military Trail, Toronto, Ontario M1C 1A4.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities.



Director Great Lakes Institute for Environmental Research

A medium-sized university with a solid reputation in teaching and research, the University of Windsor offers a friendly and supportive environment for both living and learning. It is Canada's southernmost university and its international location provides unique cultural, recreational, and educational opportunities for faculty and students.

The Great Lakes Institute for Environmental Research (GLIER) is a research and graduate education unit of the University of Windsor, dedicated to interdisciplinary, collaborative, environmental research. With primary strengths in environmental science and engineering, and a broad interest in environmental studies, GLIER has entered an important period of growth. Now housed in new state-of-the-art laboratory facilities, including CAEAL-certified organics and metals contaminant labs, GLIER is introducing new graduate programs, and recruiting five new faculty this year. Central to one of four areas of research emphasis at the University, GLIER is becoming an internationally recognized center of research excellence in environmental studies, serving local, regional, national and international needs.

The successful candidate will have an established, international reputation in an appropriate field of environmental science or engineering, qualifications permitting a tenure faculty appointment at the University, superior administrative and interpersonal skills, and the desire and energy to build GLIER into a broadly based, internationally recognized research institute that fulfills the University's goal of excellence in environmental studies. Appointment as Director will be for a 5 year term, renewable once. This is a significant opportunity for the right individual. Further information concerning GLIER and the current faculty search, is at <http://www.uwindsor.ca/glier/>

The University of Windsor is committed to equity and diversity in the workplace and welcomes applications from Aboriginal Peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

By the closing date of January 7, 2000, submit a current curriculum vitae, copies of three recent research publications, a statement of your vision for GLIER, and the names of three referees to:

Dr. Peter F. Sale, Director
Great Lakes Institute
for Environmental Research
University of Windsor
401 Sunset Ave.
Windsor ON Canada N9B 3P4
Phone: 519-253-3000, ext. 2732
Fax: 519-971-3616
E-mail: lafor95@uwaterloo.ca

The University of Windsor, one of Ontario's leading academic institutions, provides "the degree that works" — an innovative and student-focused approach which prepares its graduates for the challenges of tomorrow. Information about the University of Windsor, and its programs may be found at <http://www.uwindsor.ca>

**the degree
that works**

CAREERS SECTION · SECTION DES CARRIÈRES

MCMASTER UNIVERSITY — Chair, Department of Electrical and Computer Engineering. The Faculty of Engineering is pleased to announce the nomination of Dr. John M. Ristic to the position of Chair of the Department of Electrical and Computer Engineering. The Department currently has 120 faculty members and offers ten two undergraduate degree programs in electrical and computer engineering as well as M.Eng. and Ph.D. degrees. The department employs an excellent local reputation and a strong international presence. It has a long history of established research groups in communication, computer and power engineering. Research in the department is supported by a number of federal, governmental and industrial organizations. The department is currently undergoing major restructuring and is seeking a new chair to lead the department. This is associated with equivalent expansion of the faculty and staff complements as well as the physical facilities. The department appointments were made in the last two years and up to ten more are expected in the next three years. The department is seeking a chair with the stature of the department. This major expansion, which is supported by the Ontario Government and the federal government, is being undertaken as a number of industrial sponsors, as designed to build on existing strength and to expand into new areas of research. The chair is seeking a dynamic individual who has demonstrated excellence in teaching, research and administration. The chair is also seeking an individual with the stature of the department in this vital stage in its history.

DEAN
Faculty of Humanities

The Faculty of Humanities has the following Departments and Programs: Applied Language Studies, Canadian Studies, Classics, English Language and Literature, Fine Arts, French, Italian and Spanish; Geographic and Marine Studies, Great Books, Liberal Studies, History, International Studies, Music, and Philosophy. Programs of study at the Bachelor's level are offered in all areas and the Faculty has a Masters Program in the Department of Philosophy. Other graduate programs are currently being considered in the Faculty. The Faculty of Humanities full-time equivalent student enrollment is over 1,555 with 72 full-time faculty.

The appointment, effective July 1, 2000, is for a period of five years, renewable.

Consideration of applications and nominations will begin **January 15, 2000**. They should be submitted in confidence to:

Further information about the position will be disclosed in writing by Dr. Hock at 905/688-5550 ext. 1124 or by mail at hock@spartan.ac.bc.ca or by fax at 604/688-5550. All interested persons are invited to contact the person(s) whose name(s) appear on the list to discuss their requirements for the position and to discuss the position with the person(s) who will be responsible for the recruitment process.

The Faculty of Law at the University of Victoria invites applications for a full-time, tenure-track position, commencing July 1, 2000. Appointment will likely be at the Assistant Professor level but, exceptionally, may be made at the Associate Professor level. The Law School seeks to increase the diversity of its current faculty with respect to the following groups: women, Aboriginal peoples, persons with disabilities, and visible minorities. Preference will therefore be given to candidates who further this diversity objective.

The successful applicant will have an LL.M. or other relevant graduate degree and a strong potential for excellence in teaching and research. He or she will also share the Faculty of Law's commitment to innovation in teaching and programme development and to a collegial and involved community.

Applications, accompanied by a curriculum vitae, copies of transcripts, and the names of three academic references, should be received by **December 15, 1999**, and, in any event, no later than **December 31, 1999**, please direct applications to: **Professor Cheryl Crane, Chair of the Appointments Advisory Committee, Faculty of Law, University of Victoria, P.O. Box 2400, Victoria, B.C., V8W 3H7** Fax: (250) 422-4299. Information about the Faculty of Law can be found at <http://www.law.uvic.ca>

The University of Victoria is an equity employer. This advertisement is found under the Faculty's and University's Equity Plans and in accordance with Section 12 of the British Columbia Human Rights Code. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply, but are not eligible for appointment until a Canadian search is completed and no appointment made.

and to be a role model and a mentor for junior faculty. The chair is expected to be a strong advocate for the Department within the Faculty and University as well as the national and international circles. The tenured appointment is expected to be at the rank of Professor and will take effect on July 1, 2000, or as soon as possible thereafter. The McMaster University will provide employment equity programs and applications from all qualified candidates, including women, aboriginal peoples, persons with disabilities and visible minorities. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens or permanent residents of Canada. Nominations and applications, including CVs and the names of three referees, should be forwarded to Dr. M. Shouki, Dean, Faculty of Engineering, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada, L8S 4L7. Although applications will be accepted until the position is filled, the appointment committee will start its deliberations by early January.

UNIVERSITY OF TORONTO — Nortel Institute Challenge in Emerging Technologies. The Nortel Institute for Telecommunications has been established at the University of Toronto by funding from Nortel Networks with the objective of furthering research and education in communications and emerging technologies. Excellent research facilities are being created with substantial additional funding from the Ontario Research and Development Challenge Fund and the Canadian Foundation for Innovation. As part of this exciting initiative, the Department of Electrical and Computer Engineering and the Nortel Institute

teach outstanding students, has excellent facilities, and is ideally located in the heart of the Department. The Department is currently undergoing a major expansion. Additional information can be found on the Web page at: <http://www.eecs.toronto.edu>. Applicants should send their resumes and letters of interest to the research. The successful candidate will be expected to teach at both undergraduate and graduate levels and to develop an internationally recognized research program in the area of VLSI design with other faculty members to develop collaborative research would be considered beneficial. Applicants should send a letter of interest, curriculum vitae, including a list of references, and a list of at least three references to: Professor S.G. Zakay, Chay, Department of Electrical and Computer Engineering, University of Toronto, 2709 Spadina Avenue, Toronto, Ontario M5S 3G4, Canada. To ensure consideration, please send the application material by January 31, 2000. In accordance with Canadian Immigration requirements, priority consideration will be given to permanent residents of Canada. The University of Toronto is committed to an employment equity and encourages applications from women, visible minorities, aboriginal people, and persons with disabilities.

CARLETON UNIVERSITY – Department of Systems and Computer Engineering. Applications for Assistant or Associate Professor level in the Department of Systems and Computer Engineering. The positions are subject to review and approval by the Senate. The successful candidate will have a Ph.D. in Engineering degree programs in Software Engineering and Communications Engineering. The successful candidate must have a Ph.D. in Electrical Engineering, Computer Engineering, Computer Science, or have demonstrated capability in this research, and have extensive experience in the design and development of software architectures, design and development methodologies, object-oriented techniques, software quality testing, modeling and simulation, and real-time systems (for real-time systems). (2) Communications Engineering: research in protocols, electric/magnetic fields, antennas, and propagation. Successful candidates must have a minimum of 5 years membership in a Canadian professional engineering organization. The successful candidate will have an advanced degree of the high concentration of research, government and university information technology-oriented research and development. The successful candidate will have extensive research collaboration with many of the academic, government, and industry research in software and communications industries. It is desirable that the successful candidate have a CTO, CIO, CIO, Preference will be given to candidates with the track record of teaching, research, and industry collaboration. The successful candidate must have a Ph.D. in Engineering. For contract research funding. More information on the position is available from our web page at www.ssc.carleton.ca/eng. Applications, with a curriculum vitae, should be sent to: Dr. R.A. Goubian, Chair, Department of Systems and Computer Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6 Canada, Telephone: (613) 520-5742, Fax: (613) 520-5742. Salary will be commensurate with experience. Applications will be accepted on a rolling basis as positions remain unfilled. Carleton University is committed to equality of employment for all persons regardless of race, sex, age, religion, or disability. Perceptions from those groups are encouraged to apply.

ST. FRANCIS XAVIER UNIVERSITY The Department of Systems and Computer Engineering is seeking a full-time faculty member for a tenure-track position.

Academy position in electrical engineering, and a Ph.D. in electrical engineering. You must have a Ph.D. The successful candidate, who must have a strong commitment to both teaching and research, will be responsible for the design of the new Circuits Analysis, and two Math courses (Probability, Multivariable Calculus and Linear Algebra for Engineers) and will be responsible for the development of the new degree program of the new degree NSERC funded in higher speciality area, and contribute to the University community. The successful candidate will be either a registered professional Engineer or will be eligible for registration with the Engineering Council of the Province of Nova Scotia within a short period of time. The appointment will be effective 1st September 1997. The successful candidate will be responsible for research plans, a statement of teaching philosophy, and the names of three referees to be contacted by the University. The successful candidate should send the application to the Department of Engineering, St. Francis Xavier University, Box 5000, Antigonish, Nova Scotia, Canada B2G 2W5. The successful candidate should send the application to the referees to send letters directly to the address above by the application deadline. In accordance with the University's policy, the successful candidate's appointment is directed to Canadian citizens and permanent residents. St. Francis Xavier University is committed to the development of a diverse and inclusive community. **MCMaster University - Bratley-Orliff Chair in Advanced Manufacturing Engineering** The Bratley-Orliff Chair in Advanced Manufacturing Engineering at McMaster University is seeking an outstanding individual for an endowed chair position that has a focus on the development of manufacturing systems. This position will be available from July 1, 2000 and will be either a tenure or tenure-track position depending on the experience of the candidate. Applicants should have a Ph.D in Mechanical Engineering or a related discipline with a strong area of research in manufacturing. The successful candidate should have demonstrated research ability in the global area of metal forming including, in particular, the use of numerical simulation in manufacturing. The appointee will be expected to continue to develop his or her research in manufacturing and to participate in the program and to develop a strong research program. The successful candidate will demonstrate a strong commitment to teaching and to student research, along with the ability to relate theory to industrial practice. Ability to be registered with the Professional Engineers Association of Ontario is considered an advantage. Industrial experience would be a strong asset. The successful candidate is also expected to participate in the activities of the Bratley-Orliff Chair in Advanced Manufacturing Engineering research institute, a selection of research letters and the names of at least three references to be contacted by the University. The successful candidate should send the application to the Department of Mechanical Engineering, McMaster University, Hamilton, Ontario, Canada, L8S 4L7. Applications will be accepted until the position is filled. Applications should be sent to the Chair in Advanced Manufacturing Engineering and encouraged applications from all qualified candidates, including aboriginal peoples, persons with disabilities, and women. In accordance with Canadian immigration regulations, priority will be given to

MCMASTER UNIVERSITY — The Department of Mechanical Engineering at McMaster University invites applications for one tenure track position at the rank of Assistant Professor. The successful candidate will be responsible for the dynamic ongoing activities in Manufacturing Engineering. The position will be available from July 1, 2000. The applicant must possess expertise in guiding processes and/or non-conventional cutting methods such as EDM, ECM, and laser assisted manufacturing. The successful candidate in Mechanical Engineering or closely related discipline, be eligible to be registered with the Professional Engineers of Ontario, and must have strong commitments to, and excellent potential in research and teaching. Undergraduate experience in manufacturing is preferred. The successful candidate is expected to teach at both the undergraduate and graduate levels, participate in supervising graduate students, develop and maintain a strong externally funded research program and participate in administrative duties as assigned. The appointee is also expected to contribute to the development of McMaster University's reputation as a leading research institution in manufacturing. For consideration, please send your curriculum vitae, a list of references, and a statement of research and teaching interests to: Dr. J. J. McKeown, Department of Mechanical Engineering, 1280 Main Street West, Hamilton, Ontario L8S 4L7. Please include the name of the journal in which you wish to be considered. Please send your application to the Editor, *Journal of Manufacturing Engineering*, c/o ASME, 3500 Market Street, Philadelphia, PA 19104, USA. The closing date for applications is May 15, 2000. The successful candidate will be notified by June 1, 2000.

Living Research Institute, and to develop strong links with industry. McMaster University is committed to Employment Equity and encourages application from all qualified candidates, including aboriginal persons, persons with disabilities, members of visible minorities, and women. In accordance with Canadian immigration requirements, priority will be given to those candidates who are Canadian citizens or permanent residents. Applications, including a curriculum vitae, a short statement of research and teaching interests and a list of at least three referees who are able to comment on the candidate's experience and ability in research and teaching, should be sent to: Dr. M. A. Elbestawi, Chair, Department of Mechanical Engineering, McMaster University, Hamilton, Ontario, Canada L8S 4L7. Applications will be accepted on a rolling basis.

THE UNIVERSITY OF BRITISH COLUMBIA — The Departments of Electrical and Computer Engineering and of Mechanical Engineering at the University of British Columbia invite applications for a joint tenure track position at the Assistant Professor level in the area of Biomedical Engineering. It is hoped that the successful candidate will collaborate with ongoing research activity in areas such as medical robotics, haptic interfaces, orthopedic biomechanics, human motor control studies, medical image processing and sensors. Outstanding candidates in other areas of

normal engineering will also be considered. Applicants must demonstrate exceptional research potential. The successful applicant will preferably have relevant industrial experience, and will be expected to play a leadership role in enhancing educational and research activities. Successful candidates are expected to pursue an active research program, perform both undergraduate and graduate teaching, and supervise graduate students. An M.Sc. degree in an appropriate area is required and eligibility for registration as Professional Engineering in the Province of British Columbia is preferred. The position is available as of July 1, 2000, and salary will be commensurate with qualifications. Applications should include a full range of undergraduate and graduate degree programs in Electrical Engineering, Computer Engineering and Mechanical Engineering. For more information, contact the recruitment partners is available at <http://www.ece.ubc.ca> and <http://www.mech.ubc.ca>. Applicants should submit their resume and the names of at least three references. For consideration, applications must be submitted to the Recruitment Committee, Department of Electrical and Computer Engineering, University of British Columbia, 2356B Main Mall, Vancouver, BC V6T 1Z4. To ensure confidentiality, please do not include your telephone number. The search will continue until the position is filled.

UNIVERSITY OF MANTOBA — The Department of Mechanical and Industrial Engineering at the University of Manitoba is seeking a highly motivated and experienced faculty position in the area of: One Position in Aerospace Engineering with expertise in aerodynamics and fluid mechanics. The Department has established an option in Aerospace Engineering. The candidate is expected to contribute to the teaching, research and curriculum development in the Department in conjunction with the local Aerospace Industry. Related research activities within the Department include: flow-induced vibration, icing, turbomachinery, and hypersonic flow. The candidate will be strongly encouraged to interact with colleagues involved in one or more of these research activities. One Position in Mechanical Engineering with expertise in fluid transport and/or multiphase flow. Proven expertise in experimental techniques is essential. Experience in turbulence research is a desirable asset. The successful candidate will be expected to interact with colleagues on new or existing projects in one or more of the following areas: hypersonic flow, hypersonic flow over rough surfaces, hypersonic flow in porous media, convective heat transfer, and CFD. One Position in Manufacturing and Production Engineering with an expertise in operations research, manufacturing systems, and/or

manufacturing systems. Industrial experience in related areas is desirable. Candidates should have a minimum of a master's degree in teaching and research. The appointments will be at the rank of Assistant Professor with a starting salary of \$25,000 per year. The positions are available at these positions: 1. July 1, 2000, shortly thereafter. Candidates must have a Ph.D. degree in a field of mechanical engineering or a related discipline and be eligible for membership in the Association of Professional Engineers and Geoscientists of the Province of Ontario. 2. September 1, 2000. The appointments will include undergraduate and graduate teaching in the area of machine speed, supervision of industrial manufacturing processes, and research in manufacturing research program. Ability to interact with industry would be an asset. The Department is currently seeking individuals who are responsible for two fully accredited undergraduate programs (Mechanical Engineering and Industrial Engineering) and a graduate program in Mechanical Engineering. The Department is very active in graduate teaching and research at the M.Eng., M.Sc., and Ph.D. levels. The Department has an Industrial Chair (one senior and one junior) established in the area of Aerospace Materials. The Department has identified advanced manufacturing technologies as a key area of research that our faculty can contribute. The Department comprises 22 academic staff (five full-time appointments), 12 research associates, and 100 students, as well as approximately 100 industrial students and 350 visitors.

with rich recreational and cultural opportunities. It combines the amenities of urban life with easy access to the countryside and to northern lakes and forests. Housing prices are low by North American standards. The community encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities in accordance with Canadian Immigration requirements; priority consideration will be given to persons with special skills or experience. Applicants should send a resume, the names and addresses of at least three references and a one-page statement of research and teaching goals. Please submit all materials to: Professor S. Balachandran, Chair of the Search Committee, Department of Economics, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 5V6. Phone: (204) 474-8803, Fax: (204) 725-7507. All email enquiries should be sent to cys@ms.umanitoba.ca to the attention of S. Balachandran. Please do not submit applications by e-mail. Applications will be accepted on a first-come, first-served basis.

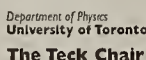
UNIVERSITY OF ALBERTA – The Department of Chemical and Materials Engineering, University of Alberta invites applications for tenure track positions at the Assistant Professor level. The salary range for these positions is \$48,000 to \$58,000 per year. Candidates must have a PhD in Chemical Engineering or a related field or expect to receive one before July 1, 2000. We are interested in all high-quality candidates in any area of chemical engineering, but particular emphasis will be given to those with current interests in process systems engineering. Successful candidates will be expected to teach and supervise graduate students in programs, teach each graduate and undergraduate course. Consult our web site at www.ualberta.ca/CHEMENG/ for information about our department, our research interests, and a statement of current research interests and plans for future research should be sent to Dr. S.E. Wanke, Chair, Department of Chemical and Materials Engineering, University of Alberta, Edmonton, Alberta, Canada, T6G 2G6. Applications are requested prior to February 18, 2000. University of Alberta is committed to diversity and equal opportunity. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including those with physical disabilities and disabilities, and members of visible minorities.

ENGLISH

WILFRID LAURIER UNIVERSITY — The Department of English invites applications for a tenure-track position in North American Literary Studies. The Department is developing a PhD program and is interested in a dynamic, energetic, and high rank subject to budgetary approval. Duties will include undergraduate teaching and teaching in our MA program in Gender and Sexuality. The Department is developing a PhD program and is interested in a dynamic, energetic, and high rank subject to budgetary approval. Duties will include undergraduate teaching and teaching in our MA program in Gender and Sexuality. The Department is developing a PhD program and is interested in a dynamic, energetic, and high rank subject to budgetary approval. Duties will include undergraduate teaching and teaching in our MA program in Gender and Sexuality.

CANCELLED

and a PhD, published in peer-reviewed journals, and a record of research and 3 letters of reference must be received by January 30, 2000. Applicants should send their curriculum vitae, including teaching dossier, and a cover letter, to: Dr. Michael Moore, Chair, Department of English, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. In accordance with Canadian Human Rights Act, no ad equester is directed to Canadian citizens and permanent residents of Canada. Wilfrid Laurier University encourages applications from qualified women, Aboriginal peoples, visible minorities, and persons with disabilities.



The Department of Physics at the University of Toronto is pleased to announce that it will make an appointment in its Planetary Physics group to a new Chair in Exploration Geophysics by 1st July 2000. The Chair, which is endowed by the Teck Corporation, will enhance a long tradition of excellence in pure and applied geophysics at the University of Toronto. The Faculty of Arts and Science. An additional faculty position in geophysics will be filled in 2001.

Toronto is a centre of activity for International geophysical exploration, and many companies specialising in exploration technology are located in the area. The Teck Chair will be expected to take advantage of Industry and Industry-focussed governmental research funding to establish and lead a vigorous programme of research and graduate study in the field of exploration geophysics. He or she will also be expected to enhance the Department's links with the Department of Geology and the Lassonde programme in the Faculty of Applied Sciences and Engineering.

The successful candidate will have a Ph.D. in geophysics or related discipline and a demonstrated record of excellence in research applied to mineral and/or petroleum exploration. The current research activities of other members of the geophysics group are described on our web site at www.physics.utoronto.ca.

Applications are invited from individuals in mid-career having an international standing and reputation. Applications, including a curriculum vitae and a summary of current and proposed research should be sent to:

Professor Pekka Sinervo, Chair
Department of Physics
University of Toronto
60 St. George Street
Toronto, Ontario M5S 1A7
Canada

In addition, the applicant should arrange to have at least three letters of reference sent to the above address. Deadline for the receipt of applications and letters of recommendation is **29 February 2000**.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto is committed to employment equity and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities.

normal engineering will also be considered. Applicants must demonstrate exceptional research potential. The successful applicant will preferably have relevant industrial experience, and will be expected to play a leadership role in enhancing educational and research activities. Successful candidates are expected to pursue an active research program, perform both undergraduate and graduate teaching, and supervise graduate students. An M.Sc. degree in an appropriate area is required and eligibility for registration as Professional Engineering in the Province of British Columbia is preferred. The position is available as of July 1, 2000, and salary will be commensurate with qualifications. Applications should include a full range of undergraduate and graduate degree programs in Electrical Engineering, Computer Engineering and Mechanical Engineering. For more information, contact the recruitment partners is available at <http://www.ece.ubc.ca> and <http://www.mech.ubc.ca>. Applicants should submit their resume and the names of at least three referees. For consideration, applications must be submitted to the Recruitment Committee, Department of Electrical and Computer Engineering, University of British Columbia, 2356 St. John Mall, Vancouver, BC V6T 1Z4. To ensure confidentiality, please do not include your telephone number. The search will continue until the position is filled.

ENGLISH

WILFRID LAURIER UNIVERSITY — The Department of English invites applications for a tenure-track position in North American Literary Studies. The Department is developing a PhD program and is interested in a candidate who can teach across and within three literatures (i.e., American, British, and Canadian literatures) and a PhD publication record. The position is full-time, permanent, and requires a minimum of 3 years of relevant experience. All applications must be received by January 30, 2000. Applicants should send their curriculum vitae, including teaching dossier, and a cover letter, to: Dr. Michael Moore, Chair, Department of English, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. In accordance with Canadian Human Rights legislation, no ad equest will be directed to Canadian citizens and permanent residents of Canada. Wilfrid Laurier University encourages applications from qualified women, Aboriginal peoples, visible minorities, and persons with disabilities.

CAREERS SECTION • SECTION DES CARRIÈRES

THE UNIVERSITY OF REGINA, Department of English invites applications for a tenure track position to teach English literature and culture. The position is at the rank of Assistant Professor commencing July 1, 2000. The curriculum of the Department of English emphasizes the variety of approaches to literature in English Studies. A decision on the appointment will be made on or before April 1, 2000. The successful candidate will have a Ph.D., teaching experience, and a record of scholarship in sixteenth century English literature. A strong knowledge of the field of interest would be an asset. Applicants must submit a curriculum vitae, and arrange for the forwarding of three letters of reference and graduate transcripts to: Dr. Murray Knutson, Dean, Faculty of Arts, University of Regina, Reg. 4S, S4S 0A2, Fax: (306) 585-3588. Closing Date: January 31, 2000. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. The University of Regina is committed to employment equity.

UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of English. Assistant Professor, one year term beginning July 1, 2000, subject to budgetary approval. The position is of an extension class. A Ph.D. is required, with specialization in Post Colonial/Contemporary literature, and a strong knowledge of the field of interest (especially 17th century). Preference will be given to candidates who also possess the following qualifications: 1) Victorian period, 2) medieval, 3) dramatic literature, including Shakespeare. The University offers to hire individuals who have demonstrated a strong commitment to excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an opportunity oriented and equal opportunity employer. Non-smoking environment. New Faculty are eligible to apply for university funding in support of research and scholarly activities. The University of Lethbridge, within sight of the Rocky Mountains, Alberta offers a sunny, dry climate which is a major reason for the province's excellent outdoor and recreational opportunities. The University is a non-smoking environment. The University of Lethbridge offers a sunny, dry climate which is a major reason for the province's excellent outdoor and recreational opportunities. The University is a non-smoking environment. The University of Lethbridge offers a sunny, dry climate which is a major reason for the province's excellent outdoor and recreational opportunities. The University is a non-smoking environment.

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EPIDEMIOLOGY & BIOSTATISTICS
UNIVERSITY OF WESTERN ONTARIO — Medical Epidemiology. The Department of Epidemiology and Biostatistics is seeking a full-time, permanent position at the rank of Assistant Professor. The successful candidate will have a Ph.D. in epidemiology or a related field, and a strong knowledge of the field of interest. The University of Western Ontario is a non-smoking environment. The University of Western Ontario offers a sunny, dry climate which is a major reason for the province's excellent outdoor and recreational opportunities. The University is a non-smoking environment. The University of Western Ontario offers a sunny, dry climate which is a major reason for the province's excellent outdoor and recreational opportunities. The University is a non-smoking environment.

PRESCA COLLEGE — Department of English at Brescia College invites applications for a full-time appointment at the rank of Assistant Professor beginning July 1, 2000. The successful candidate must be qualified to teach honours level courses in Restoration and Eighteenth-Century literature and/or Renaissance literature. Secondary interests in Canadian literature and/or literary theory would be an asset. Applicants must submit a curriculum vitae and arrange for the forwarding of three letters of reference and graduate transcripts to: Dr. Bruce Ryan, Acting Chair, Department of English, University of Lethbridge, 4401 University Drive, Lethbridge, Alberta T1K 3M4. Telephone: (403) 323-2378. Fax: (403) 323-7191. Or Email: rryan@uleth.ca. The closing date for applications is January 31, 2000.

ENGLISH LANGUAGE & LITERATURE
BROCK UNIVERSITY — The Department of English Language and Literature at Brock University invites applications for a probationary (tenure track) appointment in English literature at the rank of Assistant Professor, effective July 1, 2000. The position is a full-time, permanent position. The successful candidate will have a Ph.D., teaching experience, and a record of scholarship in sixteenth century English literature and Shakespeare, and will be prepared to teach a first-year introductory course. Applicants should have the Ph.D. or equivalent, letters of application, dossier, and three letters of reference should be sent to: Dr. Marilyn Rose, Chair, Department of English Language and Literature, Brock University, 500 Glenora Ave., St. Catharines, Ontario L2S 3A1. Canada. Tel: (905) 675-1200. Fax: (905) 675-1201. For completed applications is 14 January 2000. Further information may be obtained by emailing: mrose@brocku.ca or by visiting the website: <http://www.brocku.ca/english>

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and women are invited to identify themselves as members of these designated groups on their applications. This advertisement is directed to Canadian citizens and permanent residents.

FRENCH
UNIVERSITY OF TORONTO at Scarborough. Applications are invited for a tenure-track position, Assistant or Associate Professor, in French, Division of Humanities, University of Toronto at Scarborough. Qualifications: Ph.D. in French with specialization in linguistics/applied linguistics and second language teaching/learning, and a strong record of teaching and research. Applications are invited from candidates qualified to carry out research and to teach at the undergraduate and graduate levels. Applicants should be prepared to develop and teach undergraduate courses in all areas of French linguistics and language structure, as well as more general language practice courses, and to play a major role in a significant program of planning and renewal. The position will determine the future level and direction of programs in French at the University of Toronto at Scarborough. Familiarity with technology-based approaches to learning will be considered an asset. Salary commensurate with experience and qualifications. Send letter of application, curriculum vitae, along with evidence of scholarly and teaching ability, to Professor Elizabeth Cooper, Chair, Division of Humanities, University of Toronto at Scarborough, 1937 Midway Trail, Scarborough, Ontario M1C 1A4, and arrange for three letters of reference or confidential source to be sent directly to the same address. Applications must be received by January 31, 2000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples, and persons with disabilities.

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Memorial
University of Newfoundland
ASSISTANT PROFESSOR
School of Social Work

Memorial University of Newfoundland School of Social Work invites applications for a tenure track position. Applicants must be eligible for registration in the Newfoundland and Labrador Association of Social Workers.

This position will include teaching responsibilities in BSW, MSW and PhD programs. Appointments are normally made at the rank of assistant professor. Applicants should have an MSW and a doctoral degree in social work or a related discipline and are expected to have at least five years of Post-MSW social work practice, experience in teaching and a demonstrated potential for scholarship. The position will involve teaching responsibilities at the BSW, MSW and PhD levels, and will include the teaching of social work research methodology. Commencement date for this appointment is negotiable.

Applications will be reviewed upon receipt from January 15, 2000 and this competition will remain open until the position is filled.

The School of Social Work is accredited by the Canadian Association of Schools of Social Work and offers two BSW Programs, a MSW Program and an innovative PhD Program. Courses are offered on campus, through distance education and decentralized delivery. A diploma program in social work is offered in cooperation with the Labrador Inuit Association. A certificate in Addiction Counselling and courses in continuing education are offered. The School provides a range of research opportunities and has a successful record of research funding.

Memorial University is the largest university in Atlantic Canada and one of the country's finest institutions for post-secondary teaching and research. Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate opportunities to over 15,000 full and part-time students. Memorial provides a distinctive environment for learning in six faculties and eight schools.

Applications containing teaching evaluations and three current letters of reference should be submitted to:

Dr. Elizabeth Dow, Director
School of Social Work
Memorial University of Newfoundland
St. John's, Newfoundland, Canada A1C 5S7
Telephone: 709-737-8044
Fax: 709-737-3503
Email: edow@morgun.ucc.nf.ca
Website: <http://www.mun.ca/socwrk/>

Committed to employment equity, Memorial University encourages applications from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Geography invites applications for a tenure-track position in Applied Physical Geography at the Assistant Professor level. The ideal candidate will be scientifically based in physical geography and have interests in biophysical dimensions of environmental resource management and policy. Research methods, preferred scale of research, and specialized fieldwork in physical geography remain open. Ability to link with existing interests in a comprehensive research program is sought. The successful candidate will be expected to develop an externally funded research program, contribute to the teaching of physical geography and environmental studies in the undergraduate programme (B.Sc. and B.A.) and supervise graduate students. The position is subject to final budgetary approval. The appointment will be effective July 1, 2000, and candidates should have completed their Ph.D. by that date. The deadline for receipt of applications is January 17, 2000. Each application should include a curriculum vitae, a statement of research interests, and a statement of interest in the position. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. All queries and applications should be directed to: Dr. Trevor Barnes, Chair, Search Committee, Department of Geography, University of British Columbia, 1984 West Mall, Vancouver, B.C. V6T 1Z2. Fax: (604) 924-6192. UBC: www.geog.ubc.ca

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THE FACULTY OF MEDICINE OFFICE OF MEDICAL BIOETHICS invites applications for a full-time academic position at the Assistant Professor level or higher. This position provides an excellent opportunity for inter-disciplinary collaborative research. Primary involvement will be in research ethics, but meaningful scholarship in ethics education and clinical ethics within a vigorous and growing group in the Office of Medical Bioethics will be encouraged. While duties include teaching and graduate student supervision, at least 75% of time will be protected for research.

Qualifications must include a doctorate or master's degree in philosophy or ethics, with a minimum of two years' experience in research ethics. Preference will be given to those with an earned terminal degree in medicine, the law or a related discipline. Initial salary support will be available, but long term salary as well as start-up funds will be available through successful application to the Alberta Heritage Foundation for Medical Research and/or the Medical Research Council of Canada.

Please submit a curriculum vitae and a statement of interests and career goals, and arrange to have three letters of reference sent directly, by March 3, 2000, to:

Dr. I. Mitchell, Director
Office of Medical Bioethics
Faculty of Medicine
3330 Hospital Drive NW
Calgary, Alberta, Canada T2N 4N1

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

www.ucalgary.ca

2000 Spring/Summer Instructors

THE UNIVERSITY OF CALGARY
On the edge and leading the way. The University of Calgary is a contemporary university that builds a spirit of discovery and inquiry while delivering a dynamic life and quality learning experience.

We are now accepting applications for instructor positions for the 2000 Spring/Summer Session. Undergraduate and graduate level instructional courses may be available in Computer Science, Continuing Education, Dance, English, Geography, Geology and Geophysics, Geomatics, Engineering, History, Management, Mathematics and Statistics, Music, Political Science, and Sociology.

Spring/Summer Session 2000 is scheduled in two academic terms: May 15 – June 30 and July 4 – August 19. The positions are term positions for approximately three to six weeks.

Requirements: PhD or equivalent is preferred, with three to five years of university level teaching experience in the subject area. Published articles in national and international journals would be an asset.

The deadline to receive applications is January 1, 2000. Your application should include a curriculum vitae and indicate the area of interest. Forward applications to: K. Orser, Special Services Office, Faculty of Continuing Education, Tel: (403) 220-4991. Fax: (403) 220-0045. E-mail: orser@ucalgary.ca

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

www.ucalgary.ca

CAREERS SECTION - SECTION DES CARRIÈRES

(LNU). For more information about the University please visit our website at www.ualberta.ca. In accordance with Canadian Immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada. Applicants should include a curriculum vitae, transcripts, outlines of courses previously completed, teaching evaluations and publication reports or preprints, a statement of teaching philosophy and a list of references. Three letters of reference should be sent to Professor Chris Doherty, Chair, Department of History, University of Lethbridge, 4401 University Drive, Lethbridge, Alberta T1K 3M4. Telephone: (403) 329-2543, Fax: (403) 325-5108, or E-mail: chris.doherty@uleth.ca. The closing date for applications is January 1, 2000.

BROCK UNIVERSITY - Department of History invites applications for a probationary (tenure-track) appointment in United States History (not excluding the colonial period). Preference will be given to candidates able to teach in the field of American history. The position is subject to final budgetary approval, and the appointment could be made on a limited term basis. Applicants should have a Ph.D. or be very close to completion at the time of application. The successful applicant will be expected to teach at least five levels of undergraduate courses, including the teaching of a first-year "America's" course. The appointment will commence July 1, 2000; the successful applicant will enter at or near the floor of the Assistant Professor rank. Applicants should send a curriculum vitae and arrange for three letters of reference to be sent to: Dr. James Doherty, Department of History, Brock University, 1800 College Street, St. Catharines, Ontario L2S 3A1; Fax: (905) 688-2399. The closing date for applications is January 20, 2000. Brock University is committed to a Positive Action Policy aimed at reducing the under-representation in faculty of qualified women and men candidates are equally encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. More information on Brock University can be found on the University's website: www.brocku.ca.

BROCK UNIVERSITY - History Department and Canadian Studies Program invite applications for a probationary (tenure-track) appointment in Canadian Cultural History. The position is subject to final budgetary approval, and the appointment could be made on a limited term basis. Applicants should have a Ph.D. or be very close to completion at the time of application. The successful applicant will enter at or near the floor of the Assistant Professor rank and will be expected to teach at every level of the undergraduate program. The appointment will commence July 1, 2000. Applicants should send a curriculum vitae and arrange for three letters of reference to be sent to: Dr. John Simpson, Chair of Joint Search Committee (History/Canadian Studies), Department of History, Brock University, St. Catharines, Ontario L2S 3A1; Fax: (905) 688-2399. The closing date for applications is January 20, 2000. Brock University is committed to a Positive Action Policy aimed at reducing the under-representation in faculty of qualified women and men candidates are equally encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. More information on Brock University can be found on the University's website: www.brocku.ca.

HUMANITIES

THE UNIVERSITY OF KING'S COLLEGE invites applications for a tenure-track position at the rank of Assistant Professor, to commence July 1, 2000. The successful candidate will teach in an interdisciplinary program for first-year students which considers Western thought and culture (including literature, history, philosophy, religion and art) and non-Western cultures. The position holder duties include administrative responsibilities and research. A Ph.D. in some area of the humanities or social sciences, completed by the date of appointment, is required. AOS open. AOC open. Preference will be given to those with a demonstrated commitment to interdisciplinary teaching and to research. Salary will be commensurate with qualifications and experience. Applicants, including a curriculum vitae, three letters of reference and a sample of writing, should send to: Dr. Stephen Boon, Director, Foundation Year Programme, University of King's College, Halifax, Nova Scotia B3H 2A1. The deadline for applications is January 20, 2000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of King's College is an equal opportunity employer.

INFORMATION SYSTEMS

UNIVERSITY OF WATERLOO - The Department of Management Sciences in the Faculty of Engineering at the University of Waterloo invites applications for outstanding individuals for at least one, and likely two, tenure track appointments at the Assistant or Associate Professor level in Information Systems, commencing between January 1 and September 1, 2000. For the first appointment, we are seeking someone with a Ph.D., who is capable of teaching, research and graduate student supervision in the area of technical information systems - in particular, database management, and systems analysis and design. For the second appointment, we are seeking someone with a Ph.D. in the area of behavioural information systems. Applicants' research interests should be compatible with those of the present faculty, which range from behavioural information systems, to management of technology, to applied operations research. Applicants can learn more about faculty interests at <http://info2.uwaterloo.ca>, and about the Department at <http://info2.uwaterloo.ca>. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds. Salary will be commensurate with qualifications and experience. Please send a detailed curriculum vitae and the names of three references before December 31, 1999, to: Professor David Fuller, Chair, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (E-mail: dfuller@uwaterloo.ca; fax: 519-746-7252).

INTERNAL MEDICINE

UNIVERSITY OF MANITOBA - The Section of Nephrology, Department of Internal Medicine, University of Manitoba, and the Winnipeg Hospital Auxiliary Dialysis Unit are seeking a Nephrology Program Director for an academic nephrologist, commencing April 1, 2000 or as soon as possible thereafter. This will be a geographical full-time, contingent position. The position encompasses inpatient and ambulatory patient care responsibilities and requires individuals with clinical and teaching skills. To further the aims of undergraduate and postgraduate teaching, nephrology research, and tertiary care medicine. There is a specific need for individuals with academic and clinical interests in general nephrology and hemodialysis and peritoneal dialysis. Candidates must have senior specialty qualifications in Internal Medicine in the country of current practice and be eligible for registration with the College of Physicians and Surgeons of Manitoba. Certification in Nephrology by the Royal College of Physicians and Surgeons of Canada is preferred. The University of Manitoba encourages applications from all qualified individuals, including women, members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Salary and rank will be commensurate with experience and academic qualifications. Applications, accompanied by curriculum vitae, a list of publications and three references, should be sent to: Dr. David Rush, Head, Section of Nephrology, Room G424, Health Sciences Centre, 320 Sherbrook Street, Winnipeg, Manitoba, Canada, R3A 1R3. Closing date for receipt of applications is January 31, 2000.

migration requirements, this advertisement is directed to Canadian citizens and permanent residents. Salary will be commensurate with experience and academic qualifications. Competitive salaries and excellent benefits packages are offered. Interested candidates are encouraged to submit a letter of interest which includes a description of research interest, an up-to-date curriculum vitae and three letters of reference to: Dr. E.L. Bove, Head, Section of Nephrology, Department of Internal Medicine, The University of Manitoba, Room G424, Health Sciences Centre, 320 Sherbrook Street, Winnipeg, Manitoba, Canada, R3A 1R3. Telephone: (204) 783-3664; Fax: (204) 783-3115; Email: ebow@cc.umanitoba.ca. The closing date for receipt of applications is January 31, 2000.

JEWISH STUDIES

UNIVERSITY OF WATERLOO - The Faculty of Arts at the University of Waterloo invites applications for a tenure-track Assistant Professor position in Jewish Studies. The anticipated start date is July 1, 2000. The successful candidate will be a Ph.D. in Jewish Studies and an excellent scholar of Jewish history and culture. Duties will include teaching at the undergraduate level and the development and promotion of the Jewish Studies program. The successful candidate will be a member of the Jewish Studies community. Applications accompanied by a curriculum vitae and the names and addresses of three references should be sent by December 31, 1999, to: Dr. David Sorkin, Chair, Jewish Studies Committee on Jewish Studies, Modern Languages Building, University of Waterloo, Waterloo, Ontario, N2L 3G1; Fax: 519-746-5554. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. The appointment is subject to final budgetary approval.

KINESIOLOGY

YORK UNIVERSITY - Sport & Exercise Psychology Faculty of Arts, Kinesiology and Health Sciences. Applications are invited for a tenure-track appointment at the Assistant Professor level in Sport and Exercise Psychology. Duties may include teaching, research, supervision of graduate students, and participation in the new MSc in Coaching program, teaching sport and exercise psychology in the BAPK Science and Health Sciences program, and teaching and supervising graduate students in exercise psychology in the Ph.D. program in Kinesiology and Health Sciences which is being developed. In addition to the duties in Coaching, the other Masters and future Ph.D. programs cover health related aspects of exercise psychology, psychology, occupational biomechanics and fitness/epidemiology. A Ph.D. is required. Post-doctoral experience, and experience working with high performance athletes and teams would be an asset. Priority will be given to a promising publication record in refereed journals and the ability to develop a productive research program supported by external funding. Applicants should send a curriculum vitae, a covering letter stating their research goals, relevant reports and the names, addresses and telephone numbers of at least three individuals who may act as references, by January 31, 2000, to: Dr. David Chambers, Chair, Search Committee, Kinesiology and Health Sciences, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3 (E-mail: chambers@yorku.ca). The deadline for applications is December 31, 1999. Duties will commence July 1, 2000. This position is subject to budgetary approval. Further information can be obtained at www.yorku.ca/psychphys. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

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YORK UNIVERSITY - Faculty of Arts, Kinesiology and Health Sciences Applications are invited for a tenure-track appointment at the assistant professor level in Health Psychology/Promotion. The present Masters and future Ph.D. program cover health-related aspects of exercise psychology, psychology, occupational biomechanics and fitness/epidemiology. A Ph.D. is required. Post-doctoral experience, and experience working with high performance athletes and teams would be an asset. Priority will be given to a promising publication record in refereed journals and the ability to develop a productive research program supported by external funding. Applicants should send a curriculum vitae, a covering letter stating their research goals, relevant reports and the names, addresses and telephone numbers of at least three individuals who may act as references, by January 31, 2000, to: Dr. David Chambers, Chair, Search Committee, Kinesiology and Health Sciences, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3 (E-mail: chambers@yorku.ca). The deadline for applications is December 31, 1999. Duties will commence July 1, 2000. This position is subject to budgetary approval. Further information can be obtained at www.yorku.ca/psychphys. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

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Dalhousie University Department of Pharmacology Assistant Professor

The Department of Pharmacology is seeking an individual with expertise in an area of biochemistry/molecular biology that would complement a research group interested in cardiac contraction and electrophysiology. The successful applicant will have a Ph.D. (or equivalent) and postdoctoral experience. The appointment will commence July 1, 2000 and will be a tenure track position at the level of Assistant Professor. The selected candidate will be expected to submit research grant and scholarship applications by September 2000. Please send a curriculum vitae, 3 recent reprints and names and addresses of 3 referees to:

Dr. H.A. Robertson, Head
Department of Pharmacology
Faculty of Medicine, Dalhousie University
Halifax, Nova Scotia, Canada B3H 4H7
Fax: 902-494-1388
Email: Harold.Robertson@dal.ca

Deadline for application: 15 January 2000.

Further information on the activities of the cardiac research group in the Department of Pharmacology can be obtained by contacting Dr. Gregory Ferner (Gregory.Ferner@dal.ca) or Dr. Susan Howlett (Susan.Howlett@dal.ca).

In accordance with Canadian Government policy, this advertisement is directed towards Canadian citizens and landed immigrants. Dalhousie University is an employment equity/Affirmative Action Employer. The University encourages applications for qualified women, Aboriginal peoples, racially visible persons and persons with a disability.

QUEEN'S UNIVERSITY AT KINGSTON Dean, Faculty of Education

Queen's University invites nominations and applications for the position of Dean of the Faculty of Education. The appointment is for a renewable five-year term commencing July 1, 2000 and will include a continuing academic appointment. The Dean will be expected to provide strong leadership for faculty, staff and students and to promote professional associations within the broader community.

Queen's University has a student enrolment of 14,000 full-time and 3,000 part-time with approximately 1,000 faculty and 2,000 staff. The University is located in the historic City of Kingston, Ontario which offers an abundance of cultural and recreational activities.

The Faculty offers both consecutive and concurrent programs leading to a Bachelor of Education degree and a number of unique program tracks including an opportunity for candidates to specialize in Aboriginal teacher education. Graduate programs are offered at both the Masters and Doctoral levels.

The Dean reports directly to the Vice-Principal (Academic) and has responsibility for the supervision of research and teaching programs as well as the budget and staffing of the Faculty.

Excellent interpersonal and communication skills will form the framework to sustain and advance interactions and encourage innovation within the Faculty. The successful candidate must have (1) demonstrated excellence in teaching, research and administration; (2) a record of achievement in advancing equity initiatives; and (3) the skills to collaborate effectively with the profession and external community.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified women and men, including visible minorities, Aboriginal peoples, persons with disabilities, gay men and lesbians.

Written nominations or applications for the position, accompanied in the latter case by a resume of qualification and experience and the names of three referees be sent no later than January 5, 2000 to: Dr. David H. Turpin, Vice-Principal (Academic), Queen's University Richardson Hall, Room 239, Kingston, ON K7L 3N6 Canada.

More information on the Faculty and its programs can be obtained at: <http://educ.queensu.ca>.

Concordia University Principal Simone de Beauvoir Institute

Concordia University's Faculty of Arts and Science invites applications for the position of Principal of its Simone de Beauvoir Institute. This internationally known pioneering institute focuses Concordia University's teaching, research and co-curricular activities in the field of Women's Studies. We are seeking a senior scholar of national and/or international reputation in Women's Studies. The successful candidate should be bilingual (English/French), have administrative experience in a university setting and preferably should be familiar with Quebec. The key responsibilities of the Principal are to administer the Institute on a daily basis; to consolidate and further develop our undergraduate Women's Studies programs; to develop graduate programs in Women's Studies; to strengthen the research component of the Institute; and to foster outreach activities of the Institute both within and outside the academic community. A tenured or tenure-track appointment at the professor or associate professor level will be considered according to the qualifications of the applicant. **Deadline for applications is February 1, 2000.** Applications should consist of a letter of intent, a curriculum vitae, a list of publications, a statement of teaching and research interests, and three letters of reference. Please direct all applications and inquiries about the position to:

Dr. Martin Singer,
Dean of the Faculty of Arts and Science,
Concordia University, 1455 de Maisonneuve Blvd. W.,
Montreal, Qc. H3G 1M8,
Telephone: (514) 848-2081,
E-mail: msinger@vax2.concordia.ca
Internet: <http://artsandscience.concordia.ca>

Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. However, all applicants are welcome to apply.

Concordia University
Real education for the real world
www.concordia.ca

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CAUT BULLETIN ACPPU 22 DECEMBER 1999 DÉCEMBRE

CAREERS SECTION / SECTION DES CARRIÈRES

Associate Professor level in Management of Technology, commencing between January 1 and September 1, 2000. We are seeking a Ph.D. holder, who is capable of teaching research and graduate student supervision in engineering management, technology and innovation management, or economic dynamics. Successful applicants can learn more at <http://www.waterloo.ca/techmgt> and apply at hr@waterloo.ca. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The position is subject to the availability of funds. Salary will be commensurate with qualifications and experience. Please send curriculum vitae and the number of three references before December 31, 1999, to: Professor J. David Fortin, Chair, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (e-mail: jdf@uwaterloo.ca; fax: 519-746-7572).

MASS COMMUNICATIONS

YORK UNIVERSITY — The Division of Social Science in the Faculty of Arts invites applications for a tenure-stream appointment at the assistant professor level, commencing July 1, 2000 in Communication and Electronic Learning. Emerging Communications Technologies. The Division is a department within the Faculty of Arts, mandated to provide interdisciplinary research and specialized programs to undergraduate students. Applicants must have a PhD or equivalent, a commitment to interdisciplinary teaching, and demonstrated excellence in teaching and scholarship. They are seeking a communications scholar with committed interests in emerging communications technologies, ideally with a background in mediated educational technologies and methods (particularly network learning). The successful candidate will teach in the undergraduate Mass Communications Program in the Division of Social Science and in the York-Ryerson Graduate Program in Communication and Culture. Teaching includes at least one of the following: new media and education (formal and popular), critical studies of technology, political economy of telecommunications and the media, information technology policy and planning, and digital technology. The successful candidate will also be committed to participating in a pan-university initiative to advance video technology, a computer-enhanced learning environment, and have strong research credentials in areas in which there is a high demand for TEL delivery, a firm commitment to using the Internet or other technologies in teaching, and research interests in the assessment of TEL education. Candidates are asked to submit a curriculum vitae, a statement of research and teaching interests, and a sample publication, and also arrange to have three referees send letters of reference to: Associate Vice-President (Strategic Academic Initiatives), York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. Telephone: (416) 736-5478; fax: (416) 553-1371. The deadline is January 15, 2000. York University is implementing a policy of employment equity, including affirmative action for women faculty. The Division of Social Science encourages applications from all qualified members of visible minority groups, Aboriginal/First Nations People, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. All appointments are subject to budgetary approval.

MATHEMATICAL SCIENCES

UNIVERSITY OF ALBERTA — Mathematical Sciences positions, University of Alberta. We are anticipating a minimum of ten tenure-track positions over the next four years. All present we have four openings, at the Assistant/Associate Professor level, which are described below. These positions require a PhD. We are looking for applicants with strong research/teaching potential for research, excellent communication and teaching skills and leadership potential. The successful candidates must have a commitment to undergraduate and graduate education. Preference will be given to individuals whose research interests promote contact with other university researchers and/or industry. 1) Actuarial Science (AS 2000): The position requires a PhD in mathematical discipline and an Association of the Society of Actuaries or equivalent. 2) Statistics (S 2000): The position requires a PhD in statistics. Current research strengths in the Department include design of experiments, multivariate analysis, biostatistics and spatial statistics. 3) Differential Equations (DE 2000) — Dynamical or Stochastic. Current research strengths in the Department include stochastic differential equations, partial differential equations, dynamical systems and applications in areas of finance, signal processing, stochastic computation and mathematical biology. 4) Control Analysis (CA 2000): Current interests in the Department include approximation theory, Fourier or harmonic analysis, wavelet analysis, and real function theory. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. It is suitable for Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should include a curriculum vitae, a research plan, and teaching dossier. Candidates should arrange for at least three confidential letters of reference to be sent to: A.J. Rhemata, Chair, Department of Mathematical Sciences, University of Alberta, Edmonton, Alberta, T6G 2G1, Canada. The closing date for applications in Clinical Analysis and Differential Equations is Friday, January 7, 2000. The closing date for applications in Actuarial Science and Statistics is Friday, January 28, 2000. Early applications are encouraged. For more information about the Department and our University, please visit our website at www.math.ualberta.ca. The University of Alberta is committed to the principles of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and persons with disabilities. Aboriginal people, persons with disabilities, and members of visible minorities.

MATHEMATICS

UNIVERSITY OF WATERLOO — The Department of Combinatorics and Optimization at the University of Waterloo invites applications for one or more tenure-track faculty positions at the rank of Assistant Professor. Applications are invited from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The position is subject to the availability of funds. Salary will be commensurate with qualifications and experience. Please send curriculum vitae and the number of three references before December 31, 1999, to: Professor J. David Fortin, Chair, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (e-mail: jdf@uwaterloo.ca; fax: 519-746-7572).

the undergraduate and graduate levels. Salary will depend on the candidate's qualifications. Inquiries should be directed to the Department of Mathematics at the University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. E-mail: math@uwaterloo.ca. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The position is subject to the availability of funds. Salary will be commensurate with qualifications and experience. Please send curriculum vitae and the number of three references before December 31, 1999, to: Professor J. David Fortin, Chair, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (e-mail: jdf@uwaterloo.ca; fax: 519-746-7572).

UNIVERSITY OF WATERLOO — The Department of Pure Mathematics at the University of Waterloo expects one or more tenure-track positions starting July 1, 2000. For one position, the Department is particularly interested in candidates with very strong research and teaching qualifications. The closing date for receipt of applications is January 14, 2000. Applicants should submit curriculum vitae, a statement of research interests, and at least three references, and should arrange for letters of reference to be sent directly from the referees. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The position is subject to the availability of funds. Salary will be commensurate with qualifications and experience. Please send curriculum vitae and the number of three references before December 31, 1999, to: Professor J. David Fortin, Chair, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (e-mail: jdf@uwaterloo.ca; fax: 519-746-7572).

ST. FRANCIS XAVIER UNIVERSITY — Department of Mathematics and Statistics. Applications are invited for a tenure track position in the Department of Mathematics, Statistics, and Computer Science. The successful candidate will have a PhD in Mathematics and at least one University degree in Electrical Engineering. Duties will include teaching general applied mathematics and statistics to first and second year engineering students in the first two years of the Engineering Program offered in association with Dalhousie University. The availability to teach other applied mathematics in the Department, whose research areas include real-time programming, parallel algorithms, communications, control theory, dynamic systems, and mathematical modeling, would be considered an asset. Preference will be given to individuals who exhibit a commitment to high quality teaching and who exhibit a potential to obtain external research funding. Application deadline is February 1, 2000. Applicants should send a curriculum vitae, a transcript of their graduate work, and arrange to have three letters of reference to be sent to: Dr. John Quinn, Chair, Department of Mathematics, Statistics and Computer Science, St. Francis Xavier University, 6500 Ave. 500, Antigonish, NS B2G 2X6, Canada; E-mail: jquinn@stfx.ns.ca. Supplementary evidence such as teaching evaluations or published articles may be submitted. In accordance with Canadian immigration requirements, this ad is directed to the first instance to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF TORONTO — Joint Tenure-Stream Appointment in Mathematics, Electrical and Computer Engineering. The Department of Electrical and Computer Engineering and the Department of Mathematics at the University of Toronto invite applications for a joint tenure-stream Assistant Professor position to build on the collaboration between the two departments in research and teaching. The successful candidate will have a demonstrated ability as a researcher in mathematics and as an applied mathematician in electrical and computer engineering. Areas of interest include but are not limited to: applied probability, stochastic differential equations and computational partial differential equations, and their application in communications, image and signal processing, network modeling or real-time systems. The position involves teaching and research in Electrical Engineering, Computer Engineering, and Mathematics. Candidates must have a PhD in mathematics, statistics, or computer science, and a strong record of an effective teaching ability. Additional information can be found on the Web pages at: <http://www.electrical.utoronto.ca>. Applicants should send a curriculum vitae, including a statement about teaching and research interests. They should also arrange for at least three letters of reference to be sent to: Professor S. K. Zick, Chair, Department of Electrical and Computer Engineering, University of Toronto, 10 King's College Road, Room 1024, Toronto, Ontario M5S 3G4, Canada. To ensure consideration, please send the application material by January 31, 2000. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Toronto is committed to employment equity and encourages applications from women, visible minorities, and physically challenged persons.

MATHEMATICS & STATISTICS

UNIVERSITY OF GUELPH — The Department of Mathematics and Statistics at the University of Guelph invites applications for a full-time tenure track position to start September 1, 2000 at the rank of Assistant Professor in the area of statistics. Our current graduate program in statistics emphasizes Linear and Nonlinear Models, Biostatistics, Survival Analysis, Life Testing and Reliability. Minimum qualifications are a PhD in statistics, evidence of strong research and teaching potential at all levels. Salary will be commensurate with qualifications and experience. Candidates should submit by February 23, 2000, a curriculum vitae to J.P. Makars, Chair, Department of Mathematics and Statistics, University of Guelph, Ontario N1G 2W1, Fax: 519-837-8322. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women.

UNIVERSITY OF GUELPH — The Department of Mathematics and Statistics at the University of Guelph invites applications for a full-time tenure track position to start September 1, 2000 at the rank of Assistant Professor in the area of Mathematics. Our current graduate program in mathematics emphasizes Dynamical Systems, Mathematical Biology, Numerical Analysis and Operations Research. Minimum qualifications are a PhD and evidence of strong research and teaching ability. Salary will be commensurate with qualifications and experience. Candidates should submit by February 23, 2000, a curriculum vitae to J.P. Makars, Chair, Department of Mathematics and Statistics, University of Guelph, Ontario N1G 2W1, Fax: 519-837-8322. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women. This appointment is subject to budgetary approval.

UNIVERSITY OF OTTAWA — The Department of Mathematics and Statistics of the University of Ottawa invites applications for a full-time PhD for one tenure track position at the assistant professor level beginning July 1, 2000. Applicants in all areas of mathematics and statistics are invited. The successful candidate will have a PhD in modern applied mathematics, statistics, algebra and analysis. The candidate will be required to teach both in English and French. Bilingualism is a condition for tenure. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae, a research plan and arrange for three letters of recommendation to be sent to: E. H. Huet, Chair, Department of Mathematics and Statistics, University of Ottawa, Ottawa, Canada K1N 6N5 by December 26, 1999. Conditions of employment are set by a collective agreement. Employment equity is University policy and the University strongly encourages applications from women. The University of Ottawa has a strong commitment to over 25,000. It has a full range of academic and professional programs, several research institutes, and is near the federal government with all its agencies and laboratories. The region is home to Canada's biggest concentration of high-tech companies. The Department of Mathematics and Statistics has 28 full-time faculty members, 25 of whom hold national research grants. Shared computing facilities (Sun, RISC6000) with mathematical and statistical software are available for the successful applicant. Please contact: J. P. Huet, UNK, <http://www.stat.ottawa.ca/statstat> for further information.

UNIVERSITÉ D'OTTAWA — Le Département de mathématiques et de statistique de l'Université d'Ottawa met au concours un poste visant la permanence au niveau de professeur adjoint (a). Entrée en fonction: le 1er juillet 2000. Pour poser sa candidature, il faut avoir reçu, récemment, un doctorat en mathématiques ou en statistique. Les candidats et candidates de tout domaine de mathématiques ou de la statistique seront considérés, mais les priorités du département sont en mathématiques appliquées, modèles, en statistiques, en analyse. Dans un avenir rapproché, la candidate ou le candidat devra enseigner en français et en anglais. Le bilinguisme est une condition pour la permanence. Conformément aux exigences prescrites en matière d'immigration au Canada, cette

annonce s'adresse aux citoyens canadiens et aux résidents permanents. Les dossiers de candidature doivent comprendre un curriculum vitae, un plan de recherche et trois lettres de recommandation. Ils doivent parvenir au directeur du département, Daniel Hebert, Département de mathématiques et de statistique, Université d'Ottawa, Ottawa, ON, Canada K1N 6N5 au plus tard le 20 décembre 1999. Les conditions d'emploi varient les dispositions d'une convention collective. L'université a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature. L'université d'Ottawa offre à plus de 25 000 étudiants une gamme complète de programmes d'études. En plus du gouvernement fédéral, de ses agences et de ses laboratoires, la région abrite la plus grande concentration d'entreprises de haute technologie au pays. Le département de mathématiques et de statistique est composé de 28 professeurs dont 25 reçoivent des fonds de recherche d'organismes nationaux. Des ordinateurs (Sun, RISC6000) munis de logiciels de mathématiques et de statistique sont disponibles. Pour plus de renseignements, contactez J. P. Huet, UNK, <http://www.stat.ottawa.ca/statstat>.

MEDICAL GENETICS

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Faculty of Medicine. Faculty Position in Medical Genetics. The Genetics Group of Memorial University is currently expanding its activities, building on a substantial record of achievement in internationally recognized research. As part of this expansion, the Department of Medical Ge-

netics is soliciting applications for a faculty position in Human Genetics from candidates with a strong research record involving any area of human genetics. We encourage applications from Ph.D.s who have completed their post-doctoral training and from health professionals — with a specialization in human genetics — who wish to expand their research activities. The Department of Medical Genetics is based within the Medical School located in the Health Sciences Centre on the St. John's campus of Memorial University. The Discipline offers a graduate program in Medical Genetics, while a doctoral program provides comprehensive genetic services to the province of Newfoundland and Labrador. Next year the Genetics Group will be centralized in a newly constituted unit in the Health Sciences Centre. Areas of research strength include the inherited cancers, eye disease, cardiomyopathies, neurological and renal diseases. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. Further information and applications, review of which will commence January 15, 2000.

MEDICAL STUDIES

UNIVERSITY OF TORONTO — Medieval Latin Applications are invited for an entry-level tenure-track position in Medieval Latin at the Centre for Medieval Studies, University of Toronto, beginning July 2000. The appointee will be expected to demonstrate a clear commitment to language pedagogy, and will work closely within the Centre's Medieval Latin program, teaching and examining graduate students at the Centre at all levels. Candidates must be trained in both Classical and Medieval Latin, with special graduate training in Medieval Latin as a primary discipline and as a clear focus of their research interests. Training in paleography and codicology is also very desirable, as are teaching interests in other areas of medieval studies. Salary will be commensurate with qualifications and experience. Dossiers, including three letters of reference, should be sent by 15 October 1999 to: Prof. David Kinsler, Director, Centre for Medieval Studies, University of Toronto, 39 Queen's Park Crescent East, Toronto, Ontario M5S 2C3, Canada. This is an international search, but in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. Further information and applications, review of which will commence January 15, 2000.



QUEEN'S UNIVERSITY AT KINGSTON Professeur(e) adjoint(e) Département d'Études françaises

Le Département d'Études françaises de l'Université Queen's à Kingston met en concours un poste au rang de professeur(e) adjoint(e) conduisant à la permanence. Les candidat(e)s devront détenir un doctorat et pouvoir démontrer leur aptitude à la recherche et leur efficacité dans l'enseignement à tous les niveaux.

Le Département d'Études françaises est un département orienté vers la recherche qui comprend un programme d'études supérieures (M.A. et Ph.D.). Nous recherchons un(e) candidat(e) spécialiste de la littérature française du XVIIe siècle qui possède une solide formation théorique.

Conformément aux règlements de l'immigration canadienne, cette annonce s'adresse aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s. L'Université Queen's pratique une politique d'équité en matière d'emploi et invite des candidates et de femmes et d'hommes qualifiés, de personnes handicapées, d'autochtones, de membres de minorités visibles et de personnes appartenant à des minorités sexuelles.

Salaires: selon l'expérience. Date d'entrée en fonction: le 1er juillet 2000. Date limite pour les candidatures: le 15 janvier 2000. Les candidat(e)s sont prié(e)s d'envoyer un curriculum vitae, un échantillon démontrant la qualité de leurs publications, et de faire parvenir directement trois lettres d'appreciation à: **Johanne Benard, Directrice Intérimaire, Département d'Études françaises, Queen's University, Kingston, Ontario K7L 3N6; Télécopieur: (613) 533-6522; Courriel: benardj@qsilvet.queensu.ca.**

N.S.CAD

EDUCATION

President

Halifax. Located in Halifax's historic waterfront district in a series of nineteenth century buildings, the Nova Scotia College of Art and Design represents a strong educational tradition and the artistic future of our region.

Founded in 1887, the College is a degree-granting member of the Association of Universities and Colleges of Canada. The College offers undergraduate studies in Fine & Media Arts, Visual Communication, Craft, Art Education and Environmental Planning, and is the only independent college of art and design offering graduate programs in Fine & Media Arts, Design, Craft and Art Education. The College also has an

active continuing education program. With over 700 students and 42 full-time faculty, the College is dedicated to providing the best possible conditions for the study, practice and teaching of art, craft and design.

The President is the chief academic and administrative officer. Reporting to the Board of Governors, the President is responsible for directing the academic, financial and administrative activities of the College.

One of Canada's most remarkable learning institutions requires one of the arts' most dynamic leaders. With a passion and an appreciation for the importance of art, craft and design education in

Canada, the ideal candidate will lead the College to its fullest potential. Externally focused, the new President has mastered the fine art of relationship building with government and the community.

The ideal candidate understands what it means to be a student of the arts and has a shining record of leadership. In addition to practicing solid financial and administrative management, the new President might also be a practitioner of one of the disciplines offered at the College.

Eager to exhibit your leadership skills and artistic vision? The Nova Scotia College of Art and Design is ready for a visioning.

Please forward applications and nominations to **Robertson Surrette Executive Search, 10th Floor Barrington Tower, Scotia Square, P.O. Box 2168, Halifax, Nova Scotia, B3J 3C4, or contact Mark Surrette at (902) 421-1330. Email: nsacd@robsur.com. We encourage you to visit our Web Site at www.robsur.com. For more information on the Nova Scotia College of Art and Design, visit www.nscad.ns.ca.**

ROBERTSON SURRETTE EXECUTIVE SEARCH

Lakehead

UNIVERSITY

Tenure Track Faculty Appointments

Lakehead University is located at the head of the Great Lakes in Thunder Bay, Ontario, Canada, and offers a comprehensive array of programs in the Arts and Sciences, Business, Education, Engineering, Forestry, Kinesiology, Nursing and Outdoor Recreation. A significant mandate of the university is to serve the vast region of Northwestern Ontario and the Aboriginal community through on-campus and community based programming, part-time studies and distance education. Lakehead is a national and international institution and a large proportion of its approximately 7,000 students come from outside the region. The University has some 260 faculty engaged in teaching and research, and a staff of 360. A strategic plan has been developed to position Lakehead for future growth and development in a changing environment. For more information on Lakehead University, please visit our web site at www.lakeheadu.ca.

Lakehead University seeks to fill the following tenure-track appointments for August 1, 2000. All applicants should hold a Ph.D. by time of appointment. For further information on these positions, please contact the Office of the Vice-President (Academic) at (807) 343-8201.

• Faculty of Arts & Science

Anthropology - Paleo-DNA - Specialization in the anthropological study of ancient DNA (bone, teeth, hair). In conjunction with the LU Paleo-DNA laboratory, the successful candidate will develop a molecular research and teaching program that includes courses in Molecular and Biological Anthropology (at the second and third year level) and the coordination and delivery of an annual DNA "internship" program offered in the spring or summer session.

Biology - Molecular Biologist - Will be associated with an interdisciplinary program in Applied Biomolecular Science supported by the Departments of Anthropology, Biology and Chemistry and the Department of Research, Northwestern Ontario Regional Cancer Centre. Duties will include teaching in the ABMS program and establishing an active research program with graduate students.

Biology - Vertebrate Ecologist - Cross appointment with the Department of Biology and the Faculty of Forestry and the Forest Environment. The successful candidate will complement the emphasis on ecology in Biology's graduate program and will teach Wildlife Management, first year Zoology and Vertebrate Evolution.

Geography - Geographic Information Systems - In addition to expertise in G.I.S., a background in human geography with an interest in one or more of the following areas: socio-economic impact assessment; resource management and environmental policy; environmental planning; tourism and recreation. Regional specialization in geography of Canada or the Canadian north would be an asset. This position will be filled by January 1, 2000 if a suitable candidate can be identified by that time.

Mathematics - A broadly-based individual who can and is willing to teach a variety of mathematics courses; demonstrated ability or potential for excellence in research; effective teaching at both undergraduate and graduate levels. Ability to interact with our existing faculty in research is highly desirable. This position will be filled by January 1, 2000 if a suitable candidate can be identified by that time.

Nursing - Strong maternal/child clinical background and/or extensive primary health care experience. All applicants must be registered with (or be eligible to register with) the College of Nurses of Ontario.

Outdoor Recreation - Nature-based Tourism - Includes policy, planning, analysis, marketing and management. The successful applicant will have a research and teaching record in several of these areas and will be able to offer additional specialties. The position will be filled at the Assistant or Associate Professor level.

Outdoor Recreation - Outdoor Leadership or Parks - The Outdoor Leadership component of the program includes experiential education and outdoor environmental leadership theory and practice. The Parks component of the program includes protected areas, planning, management, policy and interpretation. The successful applicant will have a strong record of research and teaching in several of the above areas and will be able to contribute additional specialties.

Outdoor Recreation - Term Position - Limited-term position, commencing August 1, 2000 and ending May 15, 2001, in the areas of Tourism, Outdoor Leadership or Parks. Preferred candidates will have a Ph.D. though those with a Masters degree and teaching experience are encouraged to apply.

Psychology - Specialization in Social, Developmental or Clinical Neuropsychology.

• Faculty of Business Administration

Applications for probationary appointments are invited in the areas of Accounting, Information Technology, Strategic Management.

• Faculty of Education

Educational Psychology - Expertise in one or more of the following areas preferred: learning and development, exceptional children, classroom management, counselling/interpersonal communication, measurement and evaluation.

Educational Psychology - Cross appointment between Educational Psychology and the Department of Psychology, Faculty of Arts and Science. Preference will be given to candidates with expertise in early childhood and/or children-at-risk.

Language Arts - Junior Kindergarten to Grade 6 level, preferably with expertise in early childhood and readers-at-risk.

Language Arts - Secondary English/Language Arts preferably with expertise in language across the curriculum.

Mathematics Education - Primary/junior (Junior Kindergarten - Grade 6) mathematics education.

Native Teacher Education - This position includes responsibility for coordinating our Native Teacher Education Programs. The ability to speak Ojibwa and/or Cree would be desirable. Aboriginal candidates who meet the qualifications are encouraged to apply.

Science Education - Intermediate/senior (Grades 7 - 12) science education preferred, with a strong background in the biological sciences.

Social Sciences Education - Intermediate/senior level (Grades 7 - 12) preferably with a specialty in sociology or history.

• Faculty of Engineering

Civil - Geotechnical and/or Environmental Engineering Additional interests in fluid mechanics, water resource, sustainable infrastructure engineering or transportation engineering would be considered an asset. The successful candidate is expected to carry out externally funded research, be dedicated to engineering education and must be, or be qualified to become, a licensed Professional Engineer in Ontario.

This position will be filled by January 1, 2000 if a suitable candidate can be identified by that time.

Electrical - Preference will be given to applicants specializing in one or more of the following areas: communication systems, communication networks or circuit design, computer engineering, power electronics and digital electronics. Individuals specializing in other areas are also encouraged to apply as all qualified applications will be considered. Successful candidates are expected to carry out externally funded research, be dedicated to engineering education, and must be, or be qualified to become licensed Professional Engineers in Ontario. Depending on experience, appointment will be at the Assistant or Associate Professor level. If desired, term appointments may also be considered. Up to 2 appointments will be made by January 1, 2000 if suitable candidates can be identified by that time.

Mechanical - Thermo-fluids, solid mechanics, dynamics and vibrations, and control. A background in design or mechatronics is a definite asset. Successful candidates are expected to carry out externally funded research, be dedicated to engineering education, assist in the development of laboratories and graduate studies, and must be, or be qualified to become licensed Professional Engineers. Depending on experience, appointment will be at the Assistant or Associate Professor level.

• Faculty of Forestry and the Forest Environment

Natural Resources Management - The successful applicant will be expected to teach in the areas of forest landscape management using current modelling software to include management of forests, wildlife habitats and populations, and recreational opportunities in sustainable environments to meet socio-economic objectives. Applicants should hold at least one degree in forestry, be qualified to become a registered professional forester and have demonstrated abilities to initiate and complete meaningful research. The candidate must also be able to interact with the forest industry, government and the general public. Professional experience is a definite asset.

Silviculture - We are looking for a specialist in silviculture operations to complement our existing strength in forest ecophysiology. Applicants should have a strong background in both conifer and hardwood silviculture with additional knowledge in fire ecology. The successful candidate will teach undergraduate and graduate courses in silviculture and fire ecology, participate in forestry field schools, and supervise undergraduate and graduate thesis projects. The candidate will be expected to develop a vigorous research program in applied silviculture and to participate in the administration of the Faculty and the University.

Please note that all positions are subject to final budgetary approval. Applicants should submit a curriculum vitae, a statement of their teaching and research interests, re-prints and pre-prints of publications and the names and addresses of three referees to:

Dr. Mary Louise Hill
Vice-President (Academic)
Lakehead University
955 Oliver Road
Thunder Bay Ontario P7B 5E1

Review of applications will begin on January 15, 2000 unless otherwise indicated.

In accordance with Canadian Immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Lakehead University is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified applicants, including women, visible minorities, Aboriginal Peoples, and persons with disabilities.

CAREERS SECTION - SECTION DES CARRIÈRES

MICROBIOLOGY

UNIVERSITY OF GUELPH - The Department of Microbiology at the University of Guelph invites applications for a tenure-track position at the rank of Assistant Professor. We are seeking an individual with the ability to establish and sustain a vigorous and creative independent research program and a commitment to teaching at both the undergraduate and graduate levels. The successful candidate will have research interests in microbial physiology and epidemiology. Preference will be given to applicants who could contribute productively with plant and animal scientists within the recently established Food Systems Technology Centre, an initiative jointly funded by the Province of Ontario, the University of Guelph, and its industrial partners. Applicants should hold a Ph.D. degree and have a minimum of one to two years of relevant postdoctoral experience, an excellent record of research, and evidence of strength in teaching. Applicants should forward their curriculum vitae, the names and contact information for three individuals who could provide letters of recommendation, a one-page description of their proposed research program, and representative publications to: Chris Whittfield, Chair of Search Committee, Department of Microbiology, University of Guelph, Guelph, Ontario N1G 2W1. Consideration of applications will begin February 13, 2000 and will continue until the position is filled. For more information on the Department of Microbiology and the Food Systems Technology Centre, visit our Web site at: www.uoguelph.ca/microb and www.sogsc.phc.kd-600, respectively. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity in its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

MICROBIOLOGY & IMMUNOLOGY

MCGILL UNIVERSITY - The Department of Microbiology and Immunology is undergoing an expansion phase of its research programs. We are currently seeking several individuals who will develop well funded, active, and independent research programs in infectious diseases including bacterial, viral and protozoan infections, as well as immune and cellular responses to infection. Successful applicants will also be involved in undergraduate and postgraduate teaching. Applicants should possess a Ph.D. and M.D. and have at least two years of postdoctoral experience. Appointments will be made at the assistant professor level although applications at the rank of associate professor will also be considered in special cases. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Non-Canadian and non-residents are however also encouraged to apply. Applicants should submit a curriculum vitae, a statement of research interests, and a letter of recommendation to: Search Committee, Department of Microbiology and Immunology, McGill University, 3775 University Street, Montreal, Quebec, Canada H3A 2B4. Tel: (514) 398-7052; Email: efficiency@mcgill.ca.

MUSIC

MCGILL UNIVERSITY - The Department of Music, in cooperation with the Faculty of Arts, is creating a tenure-track position in Music Technology at the rank of Assistant Professor. The position will be for a productive research specialist in music technology able to provide leadership for ongoing development and expansion of a Ph.D. program in music technology, and able to contribute to a Graduate Program in Communications in the Faculty of Arts. Applicants should hold a Ph.D. but those close to completion are encouraged to apply. Preference will be given to applicants with a background in digital signal processing and extensive programming experience. Teaching duties will entail the teaching of undergraduate courses and graduate seminars, and the supervision of master's and doctoral students in music technology and in communications. Interested parties should submit a curriculum vitae and a statement of research interests to: Dr. William Messerly, Chair of Search Committee, Faculty of Music, McGill University, 355 Sherbrooke St. W., Montreal, QC H3A 1E3. Letters of reference will be requested and enclosed. Deadline when the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

ST. FRANCIS XAVIER UNIVERSITY - The Department of Music at St. Francis Xavier University, specializing in jazz and contemporary music, invites applications for two probationary appointments. The successful candidates will be active performers in voice, guitar, or trumpet, or a specialist in keyboard technology. Each person will be responsible for developing a studio, directing one or more ensembles, and teaching in areas such as ear training, improvisation, theory, music history (world music), or music technology. The appointments are subject to budgetary approval and will be at the rank of Assistant Professor, although for one of the positions, appointment at the Associate rank could be considered for an exceptional individual with considerable experience teaching at the university level. The Department seeks for excellence in undergraduate education, and the successful candidate will be an enthusiastic individual with demonstrated ability and outstanding potential for excellence in performance, teaching, and scholarly creative activity. Applicants should submit a completed or nearly completed Ph.D. A summary of teaching experience, a statement of teaching philosophy and interests, and a list of current and future creative or research plans should accompany the letter of application. A curriculum vitae, letter of application, CVI, copies of selected publications or compositions, and three letters of recommendation should be sent to: Greg Carter, Chair, Department of Music, St. Francis Xavier University, P.O. Box 5000, Antigonish, N.S. B2G 2W5; Phone (902) 867-2106; Fax (902) 867-3564; email gcarter@fxu.ca. Consideration of applications will begin on January 15th, 2000.

UNIVERSITY OF REGINA - Department of Music. Pending budgetary approval, applications are invited for a tenure track appointment at the rank of Assistant Professor to commence July 1, 2000. Responsibilities will include concert band/dance ensemble and related courses, student

recruitment and the ability to teach in an applied area with a preference for percussion or winds. Applicants are expected to hold a DMA, Ph.D. or equivalent. Please submit an application with a curriculum vitae, a copy of all university transcripts, a video of you conducting along with a list of references, and the names of three referees who have been asked to send letters by January 31, 2000 to: Kathryn Laund, Dean, Faculty of Fine Arts, University of Regina, Saskatchewan S4S 0A2. The University of Regina is committed to employment equity and welcomes applications from all qualified candidates. Canadian Aboriginal people, persons with disabilities, members of visible minorities and women are invited to identify themselves as members of these designated groups on their applications. In accordance with Canadian immigration regulations this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF LETHBRIDGE - Musicology. The University of Lethbridge Division of Music invites applications for a full time tenure track position at the Assistant Professor level in Musicology effective July 1, 2000, and subject to Board of Governor's approval. A Ph.D. is the preferred degree, but candidates in the final stages of their doctoral work will be considered. The University aspires to have individuals who have demonstrated excellence in teaching, research, scholarship and have potential to participate actively in the development and operation of the Division of Music and the School of Fine Arts. The successful candidate will be expected to teach core courses in the music history curriculum and other courses according to the Division's needs and the candidate's interests and expertise. The School of Fine Arts, housed in the Centre for the Arts with state-of-the-art equipment and facilities, offers diverse programs in Music, Art, Drama, and Multimedia within the liberal arts education context and focuses on excellence in teaching and research/creative activity. Founded in 1967, the University of Lethbridge is situated in Alberta, and has an enrollment of more than 6000 students. For more information about the University of Lethbridge, please visit our web site at www.uleth.ca. Candidates should submit an application describing interest and all areas of teaching expertise, along with a current curriculum vitae, official transcripts, and a statement of teaching philosophy, current research program, and samples of recent publications/performance. Arrange for material and three letters of reference from people who can attest to teaching as well as research to be sent to the following by the closing date, February 1, 2000: Dr. C.J. Skinner, Dean, School of Fine Arts, The University of Lethbridge, 4401 University Drive, Lethbridge, AB T1K 3M4; Tel: (403) 329-2155; Fax: (403) 382-7127; email skinner@uleth.ca. The University is an equal opportunity employer and offers a non-smoking environment. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF SASKATCHEWAN - The Department of Music at the University of Saskatchewan invites applications for a tenure-track position in Music Technology to commence July 1, 2000. Pending budgetary approval, appointments will be made at the Assistant Professor level. However, Associate Professor appointments may be made if an outstanding applicant is available. Requirements: Ph.D. (or equivalent), a successful research record and publication in topics relevant to the field of Music Technology. Candidates will be able to teach all levels of Music Theory and related subjects including core studies, analysis, counterpoint, and 20th-century and contemporary music applications. An ability to teach technology is used in Music Theory, and music in general such as computer-assisted instruction, notation software, etc. will be an asset to any successful candidate. Other duties as assigned include an active pursuit of research, committee work, and other organizational activities. Candidates are asked to include samples of their work, including publications, with their applications. The University is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. This position has been cleared for advertising at the two-level appointment. Applications are invited from qualified individuals to teach core courses in composition and theory as well as other courses according to the Division's needs and the candidate's interest and expertise. Teaching competence in some of the following areas would be an asset: music and music technology, and electro-acoustic music. The School of Fine Arts, housed in the Centre for the Arts with state-of-the-art equipment and facilities, offers diverse programs in Music, Art, Drama, and Multimedia within the liberal arts education context and focuses on excellence in teaching and research/creative activity. Founded in 1967, the University is located in southern Alberta, and has an enrollment of more than 6000 students. For more information about the University of Lethbridge, please visit our web site at www.uleth.ca. Candidates should submit an application describing interest and all areas of teaching expertise, along with a current curriculum vitae, official transcripts, and a statement of teaching philosophy, current research program, and samples of recent publications/performance. Arrange for material and three letters of reference from people who can attest to teaching as well as research to be sent to the following by the closing date, February 1, 2000: Dr. C.J. Skinner, Dean, School of Fine Arts, The University of Lethbridge, 4401 University Drive, Lethbridge, AB T1K 3M4; Tel: (403) 329-2155; Fax: (403) 382-7127; email skinner@uleth.ca. The University is an equal opportunity employer and offers a non-smoking environment. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

University of Ottawa

Assistant Professor Governance

The University of Ottawa's Faculty of Social Sciences invites applications for a tenure-track teaching position at the assistant professor level. The starting date for the position is July 1, 2000.

To qualify, you must:

- have an academic background in a social science discipline
- have governance issues as a teaching and research interest
- hold a doctoral degree or its equivalent, or be on the verge of obtaining one
- provide proof of your research interests in governance
- be able to teach in both English and French.

Teaching experience is also considered an asset.

The position, which is subject to final budget approval, will report to one of the Faculty's departments (Criminology, Sociology, Economics, Leisure Studies, Political Science, Psychology, Social Work). Part of your research activities will be conducted through the University's Centre on Governance.

To apply, please send your résumé, along with the name of three referees, before January 15, 2000, to:

Caroline Andrea, dean
University of Ottawa, Faculty of Social Sciences
Ottawa, Ontario K1N 6N5
Tel: 613-562-5903
Fax: 613-62-5106
E-mail: candrea@uottawa.ca

The University of Ottawa has an employment equity policy. For candidates with backgrounds in Criminology, Psychology or Leisure Studies, the University strongly encourages applications from women. For candidates with backgrounds in Social Work, the University strongly encourages applications from men. Also, in compliance with Immigration Canada regulations, this ad is intended for Canadian citizens and permanent residents of Canada.

FACULTÉ DES SCIENCES SOCIALES FACULTY OF SOCIAL SCIENCES

Université d'Ottawa

Professeur(e) adjoint(e) Gouvernance

La Faculté des sciences sociales de l'Université d'Ottawa sollicite des candidatures pour un poste au rang de professeur ou professeur adjoint menant à la permanence. La date d'entrée en fonction est le 1er juillet 2000.

La personne choisie doit avoir une formation dans une des disciplines des sciences sociales et des intérêts d'enseignement et de recherche pour les questions touchant la gouvernance. Le poste relève d'une des unités de la Faculté des sciences sociales (Criminologie, Science économique, Sciences du loisir, Science politique, Psychologie, Sociologie, Service social). Une partie de vos activités de recherche se feront auprès du Centre d'études en gouvernance de l'Université d'Ottawa.

Vous devez posséder un doctorat ou l'équivalent (ou être sur le point de l'obtenir). L'expérience en enseignement constitue un atout. Vous devez fournir des preuves tangibles de votre intérêt pour la recherche sur les questions touchant la gouvernance et pouvoir enseigner en français et en anglais.

L'attribution du poste est soumise à une approbation budgétaire définitive.

Veuillez faire parvenir votre curriculum vitae, ainsi que le nom et l'adresse de trois répondants ou répondantes, avant le 15 janvier 2000, à: Caroline Andrea, doyenne, Université d'Ottawa, Faculté des sciences sociales, Ottawa (Ontario) K1N 6N5; Tél.: (613) 562-5903; Téléc.: (613) 562-5106; Courriel: candrea@uottawa.ca.

L'Université a une politique d'équité en matière d'emploi. Pour les personnes avec une formation en Criminologie, Psychologie ou Sciences du loisir, les femmes sont fortement encouragées à poser leur candidature. Pour les personnes avec une formation en Service social, les hommes sont fortement encouragés à poser leur candidature. Conformément aux exigences d'Immigration Canada, cette annonce s'adresse aux citoyens ou citoyens canadiens et aux résidents ou résidentes permanents du Canada.



Memorial
University of Newfoundland

FACULTY POSTIONS - SIR WILFRED GRENFELL COLLEGE Corner Brook, Newfoundland

Sir Wilfred Grenfell College is a small (1100 students) Liberal Arts and Science institution and a campus of Memorial University of Newfoundland. Our emphasis is on teaching excellence in multi and interdisciplinary programmes leading to four-year Bachelor's degrees in Arts (cognitive studies, English, environmental studies, historical studies, humanities, psychology, and social/cultural studies), Fine Arts (theatre and visual arts), Science (environmental science), and Nursing. Visit our web site: www.wgc.mun.ca.

The College is located in the City of Corner Brook on Newfoundland's West Coast. Corner Brook (population 22,000) has excellent recreational and cultural facilities, and overlooks the Bay of Islands, affording a spectacular view of the Blomidon Mountains. The City is some 80 kilometers from Gros Morne National Park and 10 kilometers from the Marble Mountain downhill ski resort.

The College seeks applications for the following probationary (tenure track) and term appointments. Except where specified these positions require the completion or near completion of a Ph.D. Appointments will be made at the Lecturer or Assistant Professor rank. Appointments will commence September 1, 2000.

ARTS

Philosophy (probationary/tenure track) - Introductory courses in philosophy and philosophy courses in the Bachelor of Arts (Environmental Studies), Bachelor of Arts (Humanities), Bachelor of Science (Environmental Science), and Bachelor of Nursing programmes. The ideal candidate will specialize in moral philosophy and applied ethics, particularly medical and environmental ethics, and will have experience in social and political philosophy or philosophy of the human sciences.

Religious Studies (8-month term appointment) - Introductory courses in biblical studies and/or eastern religions and third-year courses in one or more of the following: the religions of Greece and Rome, biblical studies, Hinduism, Buddhism, religion and psychology.

FINE ARTS

Theatre (probationary/tenure track) - Professional actor and/or director to teach acting across four years of the Bachelor of Fine Arts (Theatre) programme. Particular consideration will be given to candidates with a specialization in voice. The ability to teach theatre history will also be an asset. Professional experience and an MFA or equivalent are required.

Visual Arts (8-month term appointment) - Photography and digital imaging. Teaching experience at all levels of photography: black and white, E-6, colour, larger formats, and silver print. Some computer experience in photography, as well as the ability to teach digital imaging (Mac OS, Photoshop and Paint) required, Adobe Illustrator desirable. MFA or equivalent required. Send exhibition record and slides of recent work with application.

Visual Arts (8-month term appointment) - Painting and drawing. Teaching experience at all levels of painting and drawing; working knowledge of traditional methods and contemporary issues and practices. MFA or equivalent required. Send exhibition record and slides of recent work with application.

SCIENCE

Environmental Science (8-month term appointment) - The successful candidate will be required to teach introductory courses in physics and chemistry within an environmental science programme, an intermediate level course on energy and the environment, and to contribute to a senior interdisciplinary seminar. Candidates with expertise in environmental physics, geochemistry, physical chemistry, or analytical chemistry are invited to apply.

Environmental Science (8-month term appointment) - General plant biology at the second-year level, and the taxonomy of flowering plants at the third-year level. The candidate may also be required to teach one or more sections of introductory biology.

SOCIAL SCIENCE

Geography/Environmental Studies (probationary/tenure track) - This position supports an interdisciplinary Bachelor of Arts programme in Environmental Studies and the initial years of a bachelor's programme in Geography. Candidates with a broad background in human geography, geographic information systems, and the capacity to teach both economic and cultural geography will be considered. Experience in such areas as remote sensing, risk assessment, and quantitative methods will be an advantage.

Social Science (3-year term appointment) - This position supports the Bachelor of Arts programme in Social/Cultural Studies, an interdisciplinary degree programme linking Sociology, Anthropology and Folklore. Candidates with backgrounds in any of these areas and preferably a combination thereof, and with an interdisciplinary orientation towards teaching and research, are encouraged to apply.

Psychology (two 8-month term appointments) - Teaching responsibilities in these positions will include courses from some combination of introductory psychology, developmental psychology, personality psychology, psychological testing, and a fourth-year seminar in psychology (on a general topic of the instructor's choice). In addition, the candidate should be prepared to do honours thesis supervision for extra remuneration.

All appointments are subject to budgetary approval. Salary will reflect qualifications and experience in accordance with the Collective Agreement governing faculty at Memorial University of Newfoundland, which is at present under review.

Applications will be accepted until February 1, 2000, or until the position is filled. A letter indicating the position applied for, as well as a curriculum vitae, a teaching dossier, and the names of three referees, should be sent to: Dr. Daniel Stewart, Vice-Principal, Sir Wilfred Grenfell College, Memorial University of Newfoundland, Corner Brook, NF, A2H 6P9; Fax (709) 637-6218; Phone (709) 637-6231; dstewart@wgc.mun.ca.

Memorial University is committed to employment equity. In accordance with Canadian Immigration regulations, this advertisement is directed to the first instance to Canadian citizens and permanent residents of Canada.

CAREERS SECTION • SECTION DES CARRIÈRES

NEONATAL IMAGING

UNIVERSITY OF WESTERN ONTARIO—Applications are invited for a Neonatal Imaging Scientist. The position is a tenure track position held jointly in the Departments of Diagnostic Radiology and Nuclear Medicine and Medical Biophysics at the University of Western Ontario. The anticipated rank would be at the Assistant or Associate Professor level with salary and rank commensurate with experience. The Neonatal Imaging Program is an interdisciplinary program involving scientists in the Departments of Diagnostic Radiology and Nuclear Medicine, Pediatrics, Obstetrics and Gynecology, Physiology and Medical Biophysics. There is a strong ongoing program in neonatal and perinatal medicine and medical imaging, particularly in the areas of magnetic resonance imaging and spectroscopy (MRM/MS), with new developments in the area of Near Infrared Spec-

troscopy (NIRS). Research and clinical innovation are directed towards newborns suffering from brain injury or brain development. This research has been expanded by the recent addition of a ST MR/MS team. A Ph.D. scientist is being recruited to provide a leadership role in the ongoing development of neonatal imaging research and diagnostic imaging. The successful candidate will be expected to develop an independent research program working within the existing collaborative environment. The candidate should have demonstrated research capability in the area of MRI and MRS. Experience with NIRS would be an asset. The University of Western Ontario has internationally recognized research programs in imaging, involving 24 principal investigators and over 50 graduate students and the MR Group in Fetal and Neonatal Health and Development. Teaching and graduate supervision of courses and graduate student supervision will be through the Medical Biophysics Department. Posi-

tions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, Aboriginal peoples, persons with disabilities, and others. Applications, including a curriculum vitae and names of at least three referees, should be sent to: Dr. Frank S. Prato, Professor and Chair, Division of Imaging Science, Department of Diagnostic Radiology and Nuclear Medicine, The University of Western Ontario, London, Ontario, Canada, N6A 3K1; Fax: (519) 661-6135; E-mail: prato@uwo.ca. The closing date for applications is March 1, 2000.

NURSING

BROCK UNIVERSITY—Faculty of Applied Health Sciences, Nursing Program. In order to help establish a new Nursing Program, the Faculty of Applied Health Sciences is seeking applications to fill two probationary/tenure track positions, one at the rank of Associate Professor and one at the rank of Assistant Professor, effective July 1, 2000. Applicants should have a doctorate, family with community health nursing experience in undergraduate nursing education, and a doctoral background in either pediatric or geriatrics. Candidates must be able to instruct clinical assessments in either pediatric or geriatric setting in one or more of the following areas: nursing theory and research, teaching and management, and evaluation. The successful applicant will have an established record of research and publications. The closing date for applications is February 15, 2000. Applicants must submit a letter of application, a statement of research interests, a curriculum vitae, and three letters of reference to: Dr. John Hay, Chair, Department of Community Health Sciences, Faculty of Applied Health Sciences, Brock University, St. Catharines, Ontario, Canada L2S 3A1; E-mail: jhay@brocku.ca.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a progressive employment equity policy and encourages applications from all qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

NUTRITION

BRESCIA COLLEGE, affiliated with the University of Western Ontario, invites applications for a full-time position starting July 1, 2000 to teach principles of management and food service administration as well as to supervise practice in the later area. Applicants with a PhD are preferred, but those with the MSc will be considered. A PhD or eligibility for PhD certification is an asset as is experience in the food service field. Rank and salary will be commensurate with qualifications and experience. Candidates should send a letter of application, CV, and names and addresses of three

references to: Dr. Elizabeth Bright Sea, Chair of the Department of Human Ecology, Brescia College, 1235 Western Road, London, Ontario N6G 1H2. The application deadline is January 10, 2000. In accordance with Canadian Immigration requirements, Canadian citizens and permanent residents will be given first consideration. Brescia is committed to employment equity and encourages applications from all qualified individuals including women, members of visible minorities, Aboriginal peoples, persons with disabilities, and others. Applications, including a curriculum vitae and names of at least three referees, should be sent to: Dr. Elizabeth Bright Sea, Chair of the Department of Human Ecology, Brescia College, 1235 Western Road, London, Ontario N6G 1H2. The application deadline is January 10, 2000. In accordance with Canadian Immigration requirements, Canadian citizens and permanent residents will be given first consideration. Brescia is committed to employment equity.

NUTRITIONAL SCIENCES

UNIVERSITY OF TORONTO—Department of Nutritional Sciences. Applicants are invited for a tenure stream appointment at the Assistant Professor level in the Department of Nutritional Sciences, Faculty of Medicine, University of Toronto. Applicants should have a strong background in integrative biology and the ability to mount an independent research program. Previous research funding on the effects of food components on metabolic regulation, feeding responses, and the ability to alter the endocrine and/or metabolic system would be an asset. Applicants should send their curriculum vitae, with the names of three referees to: Dr. Michael C. Archer, Chair, Department of Nutritional Sciences, Faculty of Medicine, University of Toronto, 128 St. George Street, Toronto, Ontario, Canada M5S 1A5. Application deadline is January 15, 2000. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PEDIATRICS

UNIVERSITY OF ALBERTA—Pediatric Neurologist. The University of Alberta, Department of Pediatrics, and the Children's Health Centre in Edmonton, Alberta, is seeking a full-time academic Pediatric Neurologist at the Assistant Professor level (salary range \$42,000 - \$58,200). Duties will include teaching in the Department of Pediatrics as well as major involvement in the teaching of medical students, residents and fellows. In addition, the ability to engage in independent clinical

or basic research in the neurosciences is expected. The candidate must be an MD eligible for Alberta License and hold a Fellowship of the Royal College of Physicians and Surgeons of Canada (Neurology/Pediatric Neurology). The candidate should have a proven record of academic excellence in the Pediatric Neurosciences and subspecialty. The position is a tenure stream appointment. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Please reply in writing, including a curriculum vitae and three referees to: Dr. T. Klassen, Professor and Chairman, Department of Pediatrics, 2367 West Mackenzie Health Sciences Centre, Edmonton, Alberta, T6G 1B9. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

PERINATAL RESEARCH

THE UNIVERSITY OF ALBERTA Perinatal Research Centre is a multidisciplinary research group composed of twenty-seven investigators from the faculties of Medicine and Health Sciences, and Rehabilitation Medicine. Basic and clinical science programs exist, bridging the bench to the bedside and beyond. Family physicians and pediatricians assist in student and fellow teaching and support, education and mentoring. A superb infrastructure self supports the efforts of the Centre's investigators. Abundant new space and equipment are available to new faculty. The Centre enjoys an international reputation. The Centre wishes to recruit faculty into its basic science programs at all academic levels. We are particularly interested in perinatal scientists (PhD or MSc) with an interest in developmental biology or fetal physiology and who have a strong background in basic perinatal science are equally welcome. The basic research strengths of the Centre include maternal and fetal cardiovascular development, lung development, fetal growth and development, fetal development, perinatal immunology, growth and embryology. Research opportunities will be shared through appropriate appointments at a level commensurate with experience and proven academic track. Candidates will be expected to seek external funding for long-term salary and operating support, although internal resources exist for start-up and bridging funds. Hence candidates should be competitive for support from the Alberta Heritage Foundation for Medical Research, the Medical Research Council of Canada, the Heart and Stroke Foundation or similar funding. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Please send a curriculum vitae, a brief statement of research interests and career goals, an indication of teaching experience, and a list of referees to: Dr. D. Rose, M.D., Ph.D., Chairman Search Committee, Perinatal Research Centre, 220 HMC, University of Alberta, Edmonton, Alberta, T6G 1B9. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

RESEARCH ASSOCIATES

The University of Manitoba anticipates research associate positions will be available over the next six months beginning January 1, 2000 in the following fields: Immunology, immunopathology, regulation of the immune response, apoptosis, neuroendocrine regulation, cellular immunology, lymphocyte cytotoxicity, natural immune resistance, immunosuppression, immunological tolerance, autoimmune transplant rejection, immunomodulators, monoclonal antibodies, T and B cell receptors, T cell vaccines, allergy, asthma, light heterogeneity, receptors for IgE, mast cells, recombinant DNA technology, molecular immunology, protein chemistry, chemistry of biophysics, antigen-polymer conjugates, cytokines, cellular adhesion, inflammation, tissue culture technology, flow cytometry, Neurobiology, in vivo electrophysiological approaches to systems, neurophysiology, brain and spinal cord site electrophysiological and pharmacological studies, in vitro brainstem and spinal cord preparations, immunohistochemistry, neuroimaging, magnetic resonance imaging, and spectroscopy, cerebral circulation, metabolism and neuroprotection, neuroimmunology, clinical electrophysiology and kinesiography, endocrinology, molecular biology, transgenic models, gene technology and molecular endocrinology, molecular approaches to medical research, recombinant DNA technology, molecular biology, transgenic mice, knockout mice, hormone genes, hormone action, growth factors, receptors, steroid hormones, reproductive developmental biology, placenta, fetal development, breast and prostate cancer, molecular genetics of islet cell development, molecular biology of diabetic complications, molecular genetics of diabetes, prostate, androgen action, transgenic mice, cancer, protein purification, protein biochemistry, cell signalling, cell biology, gene transfer, molecular physiology, oxidative stress and heart failure, apoptosis, growth factors and the heart, matrix protein, contractile proteins, G-protein, metabolism, cardiac membranes and contractile proteins, G-protein, transport and signal transduction, vascular smooth muscle hypertension research, protein electrophoresis, methods of preservation of the heart and brain during cardiac surgery using in vivo and in vitro models in combination with magnetic resonance imaging and spectroscopy; Airway smooth muscle biophysics, respiratory physiology, asthma, vascular smooth muscle biophysics and immunocytochemistry, pulmonary physiology, biochemistry and molecular biology, developmental biology of the lung, differentiation, receptor coupling and signaling in airway smooth muscle; Atomic and molecular physics, Ultrasonics and precision medicine, Time-of-flight mass spectrometry of biomolecules, Disordered measurements with ion traps; Mathematical physics; Condensed matter theory; Mechanism of action of antimicrobial agents; Lipids; Phospholipids; cell signalling; Salivary plaque interactions; Biosystems engineering; Combinatorial matrix theory; Mathematical modelling; Scientific computing; Theoretical and experimental modelling of ferroelectrics and shape memory alloys; Analysis of transmissions and communication towers; Purinergic neuropharmacology; Assessment of the impact of climate variability and change on the reliability of renewable energy; Modelling of complex fluid protection systems (using system dynamics modeling). Normally all positions require a Ph.D. and relevant experience. Minimum starting salary \$24,166/annum. Full range of staff benefits. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including curriculum vitae, bibliography, names of referees and the specific field mentioned above for which you are applying should be sent to: Ms. R. Ruchkal, Human Resources Department, Room 309 Administration Building, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Your applications will be forwarded and the Researcher responsible will contact you directly.

Inflammation Research



On the edge and leading the way. The University of Calgary is a contemporary university that builds a spirit of discovery and inquiry while delivering a dynamic life and quality learning experience.

The Department of Pharmacology & Therapeutics invites applications for a basic scientist at the Assistant Professor level with a research focus on inflammation (molecular, cellular or whole organ). This position offers an excellent opportunity for a young investigator to develop an independent research program in inflammation within a multidisciplinary environment, as well as an attractive salary and benefits package. While duties also include teaching and graduate student supervision, 75% of time will be protected for research.

The Faculty of Medicine is in the process of building a major new research facility. Calgary is a vibrant, multicultural city (pop. ~875,000) located close to Banff National Park and the Rocky Mountains.

Qualifications include a PhD or equivalent, and an established record of publications in basic mechanisms of inflammation, anti-inflammatory strategies or the impact of inflammation on such tissues as the GI tract and lung. While successful applications by the selected candidate to the Alberta Heritage Foundation for Medical Research and/or the Medical Research Council of Canada will provide salary support and start-up funding, salary support will be available initially.

Please submit a curriculum vitae and a statement of research interests, and arrange to have three letters of reference sent directly, by January 15, 2000, to:

Dr. John L. Wallace
Chair, Selection Committee
Department of Pharmacology & Therapeutics
Faculty of Medicine
3330 Hospital Drive NW
Calgary, Alberta, Canada T2N 4N1

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

www.ucalgary.ca

BROCK UNIVERSITY

ASSISTANT PROFESSORS Faculty of Education

The Faculty of Education at Brock University invites applications for the following probationary (tenure-track) appointments at the Assistant Professor level. The appointments will commence July 1, 2000. Each position is subject to final budgetary approval, and any appointment could be made in a limited time frame. Preferred candidates will possess an earned doctorate or equivalent (ABD) candidates will be considered and will have demonstrated excellence in teaching, preferably a knowledge base in teacher education and will possess, or show evidence of the ability to develop a record of scholarly work.

Prior teaching experience at the elementary, secondary, or post-secondary level is an asset.

Pre-Service Department

- Mathematics Education
- Technology in Education
- Drama in Education

(possible joint appointment with Faculty of Humanities)

Graduate and Undergraduate Department

- Qualitative Research Methods
- Educational Policy Studies
- Adult Education and Distance Learning

(particular focus on the College sector)

The deadline for applications is January 18, 2000. Applicants must include full curriculum vitae and the names, addresses and phone fax numbers e-mail addresses of three or more references and be sent to:

Dr. M. Manley-Casimir, Dean
Faculty of Education
Brock University
St. Catharines, Ontario L2S 3A1

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Brock University respects, appreciates and encourages diversity. Information on the University of Brock can be found at the University's website at www.brocku.ca.

this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. The salary and rank of the successful candidate will be determined by the University of Waterloo's salary and rank schedule. For further enquiries, call (519) 885-1211, Ext. 2245 (e-mail: rholmes@uwaterloo.ca).

THE UNIVERSITY OF WATERLOO—Department of Philosophy invites applications for a second tenure track position at the rank of Assistant Professor beginning July 1, 2000. The successful applicant must have completed PhD in Philosophy, some teaching experience, and publications. The area of specialization and competency required in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

PERINATAL RESEARCH
THE UNIVERSITY OF ALBERTA Perinatal Research Centre is a multidisciplinary research group composed of twenty-seven investigators from the faculties of Medicine and Health Sciences, and Rehabilitation Medicine. Basic and clinical science programs exist, bridging the bench to the bedside and beyond. Family physicians and pediatricians assist in student and fellow teaching and support, education and mentoring. A superb infrastructure self supports the efforts of the Centre's investigators. Abundant new space and equipment are available to new faculty. The Centre enjoys an international reputation. The Centre wishes to recruit faculty into its basic science programs at all academic levels. We are particularly interested in perinatal scientists (PhD or MSc) with an interest in developmental biology or fetal physiology and who have a strong background in basic perinatal science are equally welcome. The basic research strengths of the Centre include maternal and fetal cardiovascular development, lung development, fetal growth and development, fetal development, perinatal immunology, growth and embryology. Research opportunities will be shared through appropriate appointments at a level commensurate with experience and proven academic track. Candidates will be expected to seek external funding for long-term salary and operating support, although internal resources exist for start-up and bridging funds. Hence candidates should be competitive for support from the Alberta Heritage Foundation for Medical Research, the Medical Research Council of Canada, the Heart and Stroke Foundation or similar funding. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Please send a curriculum vitae, a brief statement of research interests and career goals, an indication of teaching experience, and a list of referees to: Dr. D. Rose, M.D., Ph.D., Chairman Search Committee, Perinatal Research Centre, 220 HMC, University of Alberta, Edmonton, Alberta, T6G 1B9. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF GUELPH—Department of Philosophy. College of Arts Applications are invited for a tenure track position at the rank of Assistant Professor beginning July 1, 2000. The area of specialization is open, but the department has special interest in teaching in philosophy of science and philosophy of mind. Evidence of strong potential in teaching and research will be expected. Salary will be determined by qualifications and experience. Applicants should send a curriculum vitae, a brief statement of research interests and career goals, an indication of teaching experience, and a list of referees to: Dr. D. Rose, M.D., Ph.D., Chairman Search Committee, Department of Philosophy, University of Guelph, Guelph, Ontario N1G 2W1 by January 18, 2000. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This appointment is subject to final budgetary approval. The University of Guelph offers a competitive employment package that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from women, Aboriginal Canadians, persons with disabilities, members of visible minorities and women.

UNIVERSITY OF ALBERTA—Faculty of Philosophy. Department of Philosophy. The University of Alberta, Department of Philosophy, is seeking a full-time academic position in the Department of Philosophy, effective July 1, 2000. The successful candidate will be expected to teach and supervise graduate students in the area of specialization. The position is a tenure stream appointment. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

PHARMACOLOGY

UNIVERSITY OF MANITOBA—The Department of Pharmacology, Faculty of Medicine, University of Manitoba, invites applications for a full-time tenure track position at the rank of Assistant Professor beginning January 1, 2000 or as soon thereafter as possible. The candidate will be expected to establish an independently funded research program involving cellular and molecular mechanisms underlying neurodegenerative disorders (e.g. Alzheimer's, Parkinson's, HVI-2, dementia, stroke). Candidates with clear evidence of scientific expertise in modern molecular techniques and/or signal transduction mechanisms are encouraged to apply. The successful candidate will be an integral member of, and their newly established laboratory will be located in the Neurodegenerative Disease Research Group at the St. Boniface Research Centre. The Research Group is fully integrated with the Faculty of Medicine, Neurodegenerative Disease Research Group that has broad expertise in neuropharmacology, neurochemistry, neuroanatomy and neurophysiology. The successful candidate will be expected to apply for their own salary from external agencies, effectively teach neuropharmacology to graduate, undergraduate and medical students, and participate in the normal academic duties in the Department of Pharmacology. The salary range is from \$41,690 - \$55,000 per annum. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please forward a curriculum vitae, a brief statement of research interests and career goals, and a list of referees to: Dr. D. Rose, M.D., Ph.D., Chairman Search Committee, Department of Pharmacology, University of Manitoba, Faculty of Medicine, 753 McDermott Avenue, Winnipeg, Manitoba, Canada, R3T 0W3; E-mail: a.rose@umanitoba.ca; Phone: (204) 781-3554; Fax: (204) 781-3554. The University of Manitoba is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

DOUGLAS COLLEGE—We require, subject to final approval, a probationary/tenure track position in Philosophy and Humanities. The successful candidate will have a Ph.D. in Philosophy (ABD may be considered) and appropriate teaching experience. Areas of specialization: History of Philosophy or History of Ideas. Areas of Teaching Competence: Critical Thinking, Introductory Epistemology, Applied Ethics (including Bioethical or Nursing Ethics) and an ability to teach other first and second year philosophy and humanities courses. The ability to teach world religions (eastern and western) would also be an asset. CV, transcripts (photocopies acceptable, subject to later verification), letters of reference, and teaching evaluations should be sent to: Douglas College, Douglas College, Box 2503, New Westminster, BC, V3L 8S2. Please cite competition number 95-056F. Deadline: January 15, 2000.

PHYSICAL EDUCATION

BROCK UNIVERSITY—Faculty of Applied Health Sciences. The Department of Physical Education is seeking an exercise physiologist for a probationary/tenure track position at the rank of Assistant Professor, effective July 1, 2000. The successful applicant should have the ability to teach in at least one of the following: neurophysiology, research, and/or teaching experience in physical education. This position is subject to budgetary approval. Applicants should have a doctorate and a demonstrated research program. The successful candidate must submit a letter of application, a statement of research interests, a curriculum vitae, and three letters of reference to: Dr. D. Rose, M.D., Ph.D., Chairman Search Committee, Department of Physical Education, Brock University, St. Catharines, Ontario, Canada L2S 3A1; E-mail: rholmes@uwaterloo.ca. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a progressive employment equity policy and encourages applications from all qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a progressive employment equity policy and encourages applications from all qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a progressive employment equity policy and encourages applications from all qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. 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qualified women and men are equally encouraged to apply. More information on Brock University can be found on the University's website www.brocku.ca.

BROCK UNIVERSITY - Faculty of Applied Health Sciences: The Department of Physical Education is seeking an exercise physiologist for a probationary tenure-track position at the rank of Assistant Professor, effective July 1, 2000. The applicant should have the ability to teach in at least one of the following: research methods, motor development or rehabilitation medicine. This position is subject to budgetary approval. Applicants should have a doctorate and a demonstrated research program. The closing date for applications is February 15, 2000. Applicants must submit a letter of application, a statement of research interests, a curriculum vitae, and the names of three referees. Dr. Nancy Murray-Chen, Department of Physical Education, Brock University, 210, St. Catharines, Ontario, Canada L2S 3A1. E-mail: nmurray@brocku.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance among faculty; qualified women and men are equally encouraged to apply. More information on Brock University can be found on the University's website www.brocku.ca.

BROCK UNIVERSITY - Faculty of Health Sciences: The Department of Physical Education is seeking an applied anatomist for a probationary/tenure-track position at the rank of Assistant Professor, effective July 1, 2000. The applicant should have the ability to teach in at least one of the following: motor development, clinical exercise therapy and research methods. This position is subject to budgetary approval. Applicants should have a doctorate and a demonstrated research program. The closing date for applications is February 15, 2000. Applicants must submit a letter of application, a statement of research interests, a curriculum vitae, and the names of three referees. Dr. Nancy Murray-Chen, Department of Physical Education, Brock University, 210, St. Catharines, Ontario, Canada L2S 3A1. E-mail: nmurray@brocku.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance among faculty; qualified women and men are equally encouraged to apply. More information on Brock University can be found on the University's website www.brocku.ca.

PHYSICAL EDUCATION & RECREATION STUDIES

UNIVERSITY OF MANITOBA - Applications are invited for a tenure-track position in Physical Education at the Assistant Professor level at the University of Manitoba. The salary range is \$45,000 to \$63,355. The appointment will begin July 1, 2000 subject to final budget approval. Candidates will possess an earned doctorate in Physical Education, Exercise Science, or a related discipline and should have a minimum of three years experience as a CAT certified Athletic Therapist. The candidate should have strong teaching and research skills and should possess Supervisory Athletic Therapist (S.A.T.) status with the C.A.T.A. The successful candidate will have demonstrated excellence in teaching and scholarship, including the ability to attract external funding and to maintain a program of research leading to publication in refereed journals. This position of Physical Education and Recreation Studies offers undergraduate degrees in Physical Education (B.E.S.), Exercise and Sport Science (B.E.S.S.), and Recreation Studies (B.B.S.), as well as two graduate degrees (M.A. and M.A.S.). The B.E.S.S. degree program consists of three streams: Exercise and Sport Science, Physical Health and Wellness, and Athletic Therapist. The Athletic Therapy stream takes in 20 students annually, and consists of three years of study following the completion of a preliminary year of University study. The academic program is supported by a modern Athletic Therapy Clinic (2200 square feet), situated in the Inverness Group Athletic Centre, the new Inverness Group Athletic Centre, state-of-the-art equipment and facilities, and provides an opportunity for students to gain valuable clinical experience with members of inter-university athletic teams in eight different sports. Within the Faculty, interdisciplinary research is actively fostered through the Health, Leisure and Human Performance Research Institute. The successful candidate will be expected to take a leadership role within the Physical Education stream, and will be responsible for the day-to-day operation, coordination, supervision, evaluation and management of all aspects of the Athletic Therapy education program. Close cooperation between the candidate and the Athletic Therapy staff will be necessary for effective planning and implementation of student clinical experience in the Athletic Therapy program. The successful candidate will be required to teach and supervise students in the undergraduate and graduate programs, to provide service to the University and community, and to develop and conduct an independent research program. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration, this advertisement is directed to Canadian citizens and permanent residents. Applications, including a description of research, teaching and professional interests, accompanied by a curriculum vitae and the names of three referees, should be sent to: Dr. David M. Smith, Department of Physical Education and Recreation Studies, The University of Manitoba, Winnipeg, Manitoba, R6T 2N6. For further information, please contact: Dr. Elizabeth Reidy, Coordinator, Physical Education, The University of Manitoba, Winnipeg, Manitoba, R6T 2N6. Telephone: (204) 474-7434. Email: reidy@cc.umanitoba.ca.

PHYSICS

UNIVERSITY OF WATERLOO - The Department of Physics University of Waterloo, invites applications for a tenure-track position at the Assistant Professor level in the area of experimental biophysics, to begin in September 2000. Candidates in all areas of biophysics and biological physics will be considered for an exceptional appointment at a more senior level will be considered. Further information about the Department can be found on our Web page <http://www.physics.uwaterloo.ca/biophysics>. Applicants must have a Ph.D. degree, a record of research accomplishments normally achieved through postdoctoral experience, and promise for excellence in teaching. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of research accomplishments, a brief research plan, and a statement of their teaching goals.

Arrangements should be made for three letters of reference to be sent. Materials should be received by January 15, 2000 and addressed to: Dr. L. Lepore, Biophysics Section, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Tel: (519) 888-4567. Fax: (519) 888-4567. E-mail: lepre@uwaterloo.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF WATERLOO - The Department of Physics University of Waterloo, invites applications for a tenure-track position at the Assistant Professor level in the area of experimental condensed matter physics, to begin in September 2000. Candidates in all areas of condensed matter physics, hard and soft, will be considered for an exceptional appointment at a more senior level will be considered. Further information about the Department can be found on our Web page <http://www.physics.uwaterloo.ca/biophysics>. Applicants must have a Ph.D. degree, a record of research accomplishments normally achieved through postdoctoral experience, and promise for excellence in teaching. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of research accomplishments, a brief research plan, and a statement of their teaching goals. Materials should be received by January 15, 2000 and addressed to: Dr. B. Toner, Condensed Matter Physics Department, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Tel: (519) 888-4567. Fax: (519) 888-4567. E-mail: toner@uwaterloo.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

PHYSIOLOGY

UNIVERSITY OF MANITOBA - The Department of Physiology, Faculty of Medicine, University of Manitoba, invites applications for a tenure-track position at the level of Assistant or Associate Professor commencing January 1, 2000 or as soon thereafter as possible. The candidate will be expected to establish an independently funded research program involving the vertebrate spinal cord and leads neuroscience to understand, graduate and postgraduate students. Candidates with interests in motor and channel function, developmental neurobiology or systems neurophysiology are encouraged to apply. The successful candidate will be expected to be a member of the multidisciplinary Spinal Cord Research Group located primarily within the Department of Physiology. Current projects are in vitro and in vivo preparations to explore the pharmacology and physiology of spinal cord systems involved in locomotion and micturition at both the single cell and systems level. See <http://www.physiology.umanitoba.ca> for details. Applicants must have an M.D. or Ph.D. degree with postdoctoral experience. Those with demonstrated research and teaching experience and who are currently holding an academic position may be considered at the Associate Professor level. The University of Manitoba encourages applications from all qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please forward a resume, statement of research goals and an outline of teaching experience to: Dr. David M. Smith, Department of Physiology, University of Manitoba, Faculty of Medicine, 730 Wilfrid Avenue, Winnipeg, Manitoba, R6T 2N6. Arrangements should be made for three letters of reference to be sent. Closing date for receipt of applications is December 31, 1999.

PLANT AGRICULTURE

UNIVERSITY OF GUELPH - Plant Genomics: The Department of Plant Agriculture at the University of Guelph invites applications for a full-time, tenure-track research and teaching position at the rank of Assistant Professor. The successful candidate will be expected to initiate a research program that applies recent developments in genomics to enhance our understanding of fundamental plant processes and leads to the genetic improvement of grass species. The individual is expected to teach in the undergraduate and graduate level in his/her area of expertise, to secure research funding from federal, provincial and industry sources and to work as part of a team of scientists in the University's Food System Biotechnology Centre. The position is 50% research and 50% teaching. Candidates should have a Ph.D. degree in an appropriate discipline and postdoctoral experience is preferred. Candidates should provide evidence of a commitment to teaching and of excellence in research. Excellent research facilities and support are available. Please see our web page (<http://www.plantag.uoguelph.ca/CISCM/anthp.htm>) for details on the Department, the facilities and the University. Applications, including curriculum vitae, University transcripts, a statement of research and teaching interests and the names of three referees should be sent to: Dr. Clarence Swanton, Chair, Search Committee, Department of Plant Agriculture, Food Science Building, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Fax: (519) 763-9333. Closing date January 28, 2000. This appointment is subject to final budgetary approval. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women.

UNIVERSITY OF GUELPH - Plant Biotechnology: The Department of Plant Agriculture at the University of Guelph invites applications for a full-time, tenure-track research and teaching position at the rank of Assistant Professor. The successful candidate is expected to initiate a research program in a computational and statistical methods to interpret and exploit molecular genetic and physiological data that will enhance our understanding of fundamental plant processes and lead to the genetic improvement of crops. Interactions with other scientists involved with

genomics, breeding, quantitative genetics, crop modeling and statistics will be expected. The individual is expected to teach at the undergraduate and graduate level in his/her area of expertise, to seek research funding from federal, provincial and industry sources and to work as part of a team of scientists in the University's Food System Biotechnology Centre. The position is 60% research and 40% teaching. Candidates should have a Ph.D. degree in an appropriate discipline and postdoctoral experience is preferred. Candidates should provide evidence of a commitment to teaching and of excellence in research. Excellent research facilities and support are available. Please see our web page (<http://www.plantag.uoguelph.ca/CISCM/anthp.htm>) for details on the Department, the facilities and the University. Applications, including curriculum vitae, University transcripts, a statement of research and teaching interests and the names of three referees should be sent to: Dr. Clarence Swanton, Chair, Search Committee, Department of Plant Agriculture, Food Science Building, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Fax: (519) 763-9333. Closing date January 28, 2000. This appointment is subject to final budgetary approval. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women.

POLITICAL SCIENCE

UNIVERSITY OF WATERLOO - Applications are invited for a tenure-track position at the Assistant Professor level, effective July 1, 2000. The department has six strongest needs in Public Administration. People with expertise in the areas of business-government relations, Canadian public policy, and American politics are also invited to apply. Please send all inquiries, and applications, including a c.v., names and addresses of three referees, a sample of written work, and a brief statement of teaching and research interests, to: Dr. Edward Hahm, Chair, Department of Political Science, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The closing date for applications is January 15, 2000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.



THE S. ROBERT BLAIR CHAIR IN POLYMERIZATION CATALYSIS AND POLYMER SYNTHESIS DEPARTMENT OF CHEMISTRY

The University of Calgary invites applications for the newly established S. Robert Blair Chair in Polymerization Catalysis and Polymer Synthesis. The Chair is made possible by a generous endowment from NOVA Chemicals Corporation. The Chair appointment is for a minimum of five years, and a tenured position at the Full Professor level in the Department of Chemistry will be associated with the Chair. While the appointment will be at the Full Professor level, qualified candidates currently at the Associate Professor level are also invited to apply. The successful candidate may take up the position on July 1, 2000, or as soon thereafter as may be mutually arranged.

The successful candidate will establish a leading research program in the area of homogeneous and heterogeneous catalysis, as applied to all aspects of polymer science. An emphasis on new catalyst design and implementation will require expertise in both organometallic metal chemistry and polymer chemistry, with an emphasis on (but not necessarily limited to) polyolefins. The candidate will be expected to take the initiative to develop capabilities for both basic synthetic chemistry and polymer synthesis and characterization. The Department provides an excellent environment for collaborative work with other groups in the area, both internally and also with a very active group of scientists at the NOVA Research & Technology Centre.

The successful candidate will be expected to supervise and educate graduate students, including contributing to graduate courses. For the duration of the Chair, the undergraduate teaching load will be minimized. Nonetheless, the Departmental profile dictates that the successful candidate will be required to contribute to teaching, preferably in the organic chemistry subdiscipline at the undergraduate level. Thus, a commitment to excellence in both undergraduate and graduate teaching is essential.

The salary will be commensurate with the qualifications and experience of the candidate. Applicants should submit a curriculum vitae, a list of publications, and the names and addresses of three referees. The closing date for applications is February 15, 2000. Applications (or nominations) should be sent to:

Dr. P. M. Boorman, Dean, Faculty of Science
University of Calgary
2500 University Drive NW
Calgary, Alberta, Canada T2N 1N4
Phone: (403) 220-6286; Fax: (403) 289-9154
E-mail: mboorman@ucalgary.ca

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

YORK UNIVERSITY - The Department of Political Science at Glendon College invites applications for a tenure-track position at the assistant professor level. This position is subject to budgetary approval by the University. Candidates should possess a PhD in Political Science with a concentration in International Relations. The candidate must be fluent in French and in English, and will be required to teach in both languages. Duties will include teaching at the undergraduate level, as well as administrative responsibilities. Preference will be given to candidates with proven teaching experience, a strong research record reflecting a knowledge of both French and English scholarship in political science, and the ability to contribute effectively to the York graduate program in political science. Salary is in accordance with the collective bargaining agreement and experience. Applications, along with a curriculum vitae and the names of three referees, should be sent directly to: Dr. Edward Hahm, Chair, Department of Political Science, Glendon College, 2275 Bayview Avenue, Toronto, Ontario M3N 3M6. Application deadline: February 29, 2000. Date of appointment: July 1, 2000. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY - The Department of Science Policy at Glendon College invites applications for a tenure-track position at the Assistant Professor level, effective July 1, 2000. The department has six strongest needs in Public Administration. People with expertise in the areas of business-government relations, Canadian public policy, and American politics are also invited to apply. Please send all inquiries, and applications, including a c.v., names and addresses of three referees, a sample of written work, and a brief statement of teaching and research interests, to: Dr. Edward Hahm, Chair, Department of Political Science, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The closing date for applications is January 15, 2000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

S. Robert Blair Chair

On the edge and leading the way, The University of Calgary is a contemporary university that builds a spirit of discovery and inquiry while delivering a dynamic life and quality learning experience.

etique de l'université York. Le salaire sera fixé en fonction de la convention collective et de l'expérience requise. Les candidats et candidates sont encouragés à faire parvenir une lettre de candidature, leur curriculum vitae et le nom de trois personnes en référence à Madame Edgardo Hahm, Directeur, Département de science politique, Collège universitaire Glendon, Université York, 2275 Bayview Avenue, Toronto, Ontario, M3N 3M6. Date d'entrée en fonction: 1er juillet 2000. Date limite de candidature: 28 février 2000. L'Université York soutient une politique d'équité en matière d'emploi, et incluant dans ses mesures d'équité envers les femmes. Conformance aux exigences d'immigration Canada, cette annonce s'adresse aux citoyens canadiens et résidents permanents.

UNIVERSITÉ D'OTTAWA - Le Département de science politique de l'Université d'Ottawa sollicite des candidatures pour un poste menant à la permanence, au rang de professeur (adjoint) dans le domaine de la science politique internationale et comparative, à partir du 1er juillet 2000. Ce poste est conditionnel à l'approbation budgétaire finale. Le Département recherche prioritairement une personne dont les recherches se situent en thématiques des relations internationales

et/ou en économie politique internationale et compète avec une spécialisation régionale. La capacité d'enseigner un cours de base en méthodologie serait un atout. Les candidats devraient détenir, de préférence, un doctorat dans leur domaine en fonction, et doivent être en mesure d'enseigner en français. Les personnes intéressées à pour leur candidature doivent faire parvenir leur curriculum vitae, une lettre décrivant leur expérience en enseignement et en recherche ainsi que le nom et l'adresse de trois personnes à qui le Département pourrait demander des lettres de recommandation. Les dossiers de candidatures doivent parvenir à l'adresse ci-dessus, au plus tard le 10 décembre 1999. Douglas Mogg, Directeur, Université d'Ottawa, C-430, St. A, Ottawa, ON K1N 6N5. Conformément aux exigences prescrites en matière d'immigration au Canada, la priorité sera accordée aux citoyens canadiens/et/ou à des résidents permanents. L'Université d'Ottawa applique le principe d'équité en matière d'emploi.

SAINT MARY'S UNIVERSITY - The Department of Political Science, Saint Mary's University, invites applications for a tenure-track appointment as Assistant Professor (entry level).



McGill

Assistant Professor School of Social Work

The McGill School of Social Work invites applications for an Assistant Professor, tenure-track position in Social Work to advance research and practice in the broad area of health.

The School has undergraduate (BSW) and graduate (MSW) programs, as well as a bilingual Ph.D. program in conjunction with Université de Montréal and an interdisciplinary Ph.D. program. The curriculum embraces practice, administration and policy in a wide range of specialties. The multicultural character of the School's milieu is emphasized throughout. Located within the School is the Centre for Applied Family Studies, an endowed research centre, three clinics offering services in family violence, marriage and family counselling, loss and bereavement, a gay, lesbian & bi-sexual initiative and an employee assistance program.

Located in the heart of Montreal, McGill is a central part of the city's splendid ambience. Faculty and students enjoy diverse people, languages, neighborhoods, cuisines, entertainment, sports, shops and festivals that are the Montreal experience. McGill offers an interesting mix of peoples and cultures within a stimulating positive environment. Canadian and international students are drawn to the city's charm and to the University's international reputation for scholarship, research and resources.

Candidates should have a PhD in Social Work, Faculty in French is preferred.

Direct inquiries to:

Dr. William Rowe, Director
McGill University
School of Social Work
3506 University Street
Montreal, Quebec H3A 2A7 CANADA
Fax: 514-398-4760
Tel: 514-398-7008

Interested candidates should forward their CV and a sample of their recent scholarship. The review process will begin January 17, 2000 and will continue until the position is filled.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McGill University is committed to equity in employment.



Simon Fraser University Ruth Wynn Woodward Endowed Professorship in Women's Studies

The Women's Studies Department at Simon Fraser University is seeking a candidate with an outstanding academic and/or professional or activist record for the Ruth Wynn Woodward Endowed Professorship in Women's Studies. This is a two-year limited term appointment that will begin in September 2000. The area of specialization is open. The department particularly welcomes applicants who can further the department's work in the area of race and gender. Applicants must have appropriate academic qualifications. Responsibilities will include teaching, public lectures and community outreach. Salary will be commensurate with experience.

In accordance with Canadian immigration requirements this advertisement is directed to people who are eligible for employment in Canada at the time of application.

Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants.

Candidates should (a) send a curriculum vitae and (b) arrange to have sent directly three letters of reference which include an evaluation of their teaching, research, professional and community service to:

Meredith Kimball, Chair
Women's Studies Department, Simon Fraser University
Burnaby, BC V5A 1S6
Phone: (604) 291-5526; Fax: (604) 291-5518
E-mail: kimball@sfu.ca; <http://www.sfu.ca/womens-studies/>

Completed applications must be received by the Women's Studies Department no later than 15 February 2000. This position is subject to final budgetary authorization.

www.ucalgary.ca

CAREERS SECTION • SECTION DES CARRIÈRES

successful candidate will have demonstrated competence in public policy and international organization. The ability to teach empirical theory and methodology will be considered an asset. The candidate will be expected to teach at the introductory level. Ph.D. expected. The appointment is effective September 1, 2000 and subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and people with disabilities. Candidates are asked to forward a curriculum vitae and three confidential letters of reference to be sent directly to: Dr. Edna Keeble, Chairperson, Selection Committee, Department of Political Science, Saint Mary's University, Halifax, Nova Scotia B3H 3C3, fax: e. (902) 420-5181, e-mail: colleen.deneau@smu.ns.ca. Deadline for applications is January 7, 2000.

PSYCHOLOGY

YORK UNIVERSITY — Sport / Exercise Psychology Faculty of Arts, Kinesiology and Health Science. Applications are invited for a tenure-track appointment at the Assistant Professor level in Sport and Exercise Psychology. Duties may include teaching sport psychology in the new MSc in Coaching program, teaching sport and exercise psychology in the BA/BSc Kinesiology and Health Science program, and teaching and supervising graduate students in exercise psychology in the Ph.D. program in Kinesiology and Health Science which is being developed. In addition to the Master in Coaching, the other Masters and future Ph.D. programs cover health-related aspects of exercise physiology, psychology, occupational biomechanics and fitness/pedagogy. A Ph.D. is required. Post-doctoral experience, and experience working with high performance athletes and

teams would be an asset. Priority will be given to a promising publication record in refereed journals and the ability to develop a productive research program supported by external funding. Applicants should send a curriculum vitae, a covering letter stating future research goals, relevant regions and the names, addresses and telephone numbers of at least three individuals who may act as references, by January 31, 2000 to: Dr. David Chambers, Chair, Search Committee, Kinesiology and Health Science, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3. Duties commence July 1, 2000. The position is subject to budgetary approval. Further information can be obtained at www.yorku.ca/psychology. York University has a policy of employment equity. Applications are encouraged from women, visible minorities, aboriginal people and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MCMASTER UNIVERSITY — The Department of Psychology at McMaster University invites applications for a tenure track appointment at the Assistant Professor level of entry Associate Professor level in the area of human cognition. Preference will be given to applicants with research interests in higher level cognitive processes (e.g., memory, categorization, decision-making), or a research program in neuropsychology, particularly one involving patient populations. However, candidates with research programs in other areas of cognition are also strongly encouraged to apply. Research which extends to the domain of cognitive neuroscience (e.g., neuropsychology, neural computation) will be considered an asset. To apply, send a curriculum vitae, a short statement of research interests, selected reprints, and three letters of reference to: Dr. Bruce Milken, Department of Psychology, McMaster University, Hamilton, Ontario, CANADA L8S 4K1. Closing date for applications and supporting material is December 15, 1999. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster University is committed to Employment Equity and encourages applications from all qualified candidates, including aboriginal people, persons with disabilities, members of visible minorities, and women. Interested candidates may learn more about the department at <http://www.psychology.mcmaster.ca>.

BROCK UNIVERSITY — The Department of Psychology at Brock University invites applications for a one year limited term appointment at the rank of Assistant Professor effective July 1, 2000 and subject to final budgetary approval. A recently completed Ph.D. in Psychology is required together with successful teaching experience and potential for independent research and scholarship in the area of health psychology. The successful candidate will be expected to teach the equivalent of two full credit undergraduate courses, including a half-credit course in Stress; to supervise individual students; to be engaged in independent research and scholarly activities; and to participate in the affairs of the department. Applicants should submit by January 31, 2000 a letter of application, curriculum vitae, three confidential letters of reference, and a reprint of a publication to: Prof. Nancy DeCoursville, Chair, Department of Psychology, Brock University, St. Catharines, Ontario, Canada, L2S 3A1 (Phone: 905-688-5550, ext. 4084; fax: 905-688-6322; e-mail: nancy.decoursville@brocku.ca). In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty. Qualified women and men are equally encouraged to apply. More information on Brock University can be found on the University's website www.brocku.ca.

BROCK UNIVERSITY — The Department of Psychology at Brock University invites applications for a probationary (tenure-track) appointment at the rank of Assistant Professor, effective July 1, 2000. The position is subject to final budgetary approval, and the appointment could be

made on a limited term basis. A recently completed Ph.D. in the area of child clinical psychology is required, together with evidence of success in teaching experience and potential for independent research and scholarship, preferably in the area of school and/or emotional development. The successful applicant will be expected to teach the equivalent of two full courses in the areas of developmental and child clinical psychology, to supervise individual directed studies, honours and graduate theses, to develop a program of independent research and scholarly activities, and to participate in the affairs of the department. Applicants should submit by January 31, 2000, a letter of application, curriculum vitae, reprints and preprints of publications, and three letters of reference to: Prof. Nancy DeCoursville, Chair, Department of Psychology, Brock University, St. Catharines, Ontario, L2S 3A1, (Tel. 905-688-5550, ext. 4084 or 3542; Fax: 905-688-6322; e-mail: nancy.decoursville@brocku.ca). Additional information about the position may be obtained from Prof. DeCoursville. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty. Qualified women and men are equally encouraged to apply. More information on Brock University can be found on the University's website www.brocku.ca.

LAURENTIAN UNIVERSITY — The Department of Psychology at Laurentian University is seeking to fill one tenure-track position in Industrial/Organizational Psychology at the Assistant Professor level to begin July 1, 2000. The successful candidate must have a Ph.D. Any area of Industrial/Organizational Psychology will be considered. In addition to Industrial Psychology, the candidate ideally will be expected to teach personnel. Candidates with a problem-solving orientation are particularly encouraged to apply. We are seeking an individual committed to excellence in undergraduate teaching and to scholarly activity. Opportunity exists to participate in a Master's program in Human Development. The department's website can be accessed at www.laurier.ca. Send applications, a curriculum vitae, and three letters of reference to: Dr. Elizabeth Leven, Psychology Department, Laurentian University, Sudbury, Ontario, P3E 2C6. Competition deadline: February 15, 2000. In accordance with the University's Policy on Bilingualism, Laurentian has a requirement of passive bilingualism (French/English) as a condition of tenure. Laurentian is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal people, members of visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, international applicants will be considered.

CARLETON UNIVERSITY — Department of Psychology subject to budgetary approval, the Department of Psychology, Carleton University, wishes to make a tenure-track appointment at the level of Assistant Professor to begin July 1, 2000. Preference will be given to candidates with research and teaching interests relevant to the development and application of knowledge in molecular neuroscience, in particular, relating behaviour and brain function to the genome and cognitive cellular machinery. Candidates will be expected to complement the research expertise of the current faculty. Applicants should send their curriculum vitae and representative publications to: Dr. Kimberley Matheson, Chair, Department of Psychology, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. At the same time, they should arrange to have three referees forward supporting letters to the same address. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons

from these groups are encouraged to apply. The closing date for applications is February 15, 2000, although the selection process may begin earlier. **CAMPION COLLEGE**, a Catholic, liberal arts college federated with the University of Regina, invites applications for a tenure-track position in Psychology at the level of Assistant Professor, beginning July 1, 2000. The successful candidate must be able to teach in any area of developmental psychology. Of particular interest would be candidates in child/clinical psychology. Other responsibilities would include teaching classes in Introductory, Personality, and Social Psychology and supervising students at the Honours and Graduate levels. A Ph.D. at or near completion, and evidence of effectiveness in teaching and research are required. • Complete College offers courses in the Humanities, Social and Natural Sciences, and Fine Arts. Campion students can register for all the academic programs and services the College offers as well as those presented through the University of Regina. The College is a fully accredited member of the Association of Universities and Colleges of Canada and its graduates receive University of Regina degrees. Campion Psychology faculty are members of the Faculty of Arts and the Faculty of Graduate Studies and participate fully in the University's Department of Psychology. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Qualified women and members of minorities are encouraged to apply forward a letter of application, a curriculum vitae, and arrange to have three letters of reference sent directly to: Robert J. Moore, Ph.D., Chairperson, Psychology Search Committee, Campion College, the University of Regina, Regina, Saskatchewan, S4S 0A2, Telephone: 306-359-1274, Fax: 306-359-1208, E-mail: moorej@mail.uregina.ca. Application deadline is February 15, 2000.

UNIVERSITY OF NEW BRUNSWICK — The Department of Psychology, University of New Brunswick (Fredericton Campus) invites applications for an approved tenure-track position in Child Clinical Psychology. The successful candidate will be expected to teach and supervise graduate students. Candidates should have a strong commitment to research, graduate and undergraduate teaching, and clinical training. The willingness to teach undergraduate courses outside of one's specialization would be an asset. The Department of Psychology is pursuing CFA accreditation for its Child Clinical Psychology program and is committed to the student-practitioner model of training. Interested applicants should send a curriculum vitae, recent publications, a statement of research, teaching and clinical interests, and three letters of reference to: Richard Nicks, Chair, Department of Psychology, University of New Brunswick, Fredericton, NB E3B 6A4 (Phone: 506-455-4502; fax: 506-447-3063; e-mail: rnick@unb.ca). The University of New Brunswick is committed to the principle of employment equity. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents. Review of applications will start February 1, 2000, and will continue until the position is filled.

YORK UNIVERSITY — Faculty of Arts, Kinesiology and Health Science Applications are invited for a tenure-track appointment at the Assistant Professor level in Health Psychology/Promotion. The present Masters and future Ph.D. programs cover health-related aspects of exercise physiology, psychology, occupational biomechanics, and fitness/pedagogy. The Department is particularly interested in individuals who focus on substance abuse, health promotion, exercise psychology, disease prevention, rehabilitation or aging. A Ph.D. is required and postdoctoral experience would be an asset. Duties will include undergraduate teaching, as well as teaching and supervising the Graduate Program in Kinesiology and Health Science. High priority will be given to a promising publication record in refereed journals and the ability to develop a productive research program, supported by external funding. The position is expected for a cross-appointment to the Graduate Program in Psychology. Applicants should send a curriculum vitae, a covering letter stating future re-

UNIVERSITY OF SASKATCHEWAN

Assistant Professor

Department of Restorative & Prosthetic Dentistry

Full-time tenure-track position at the rank of Assistant Professor available in the Division of Removable Prosthodontics, Department of Restorative and Prosthetic Dentistry effective July 1, 2000. Responsibilities include didactic and clinical instruction of undergraduate students at the preclinical and clinical level, research and some administration. Candidates must have a commitment to both teaching and research. Practice privileges up to one day per week are available and encouraged. Graduate qualifications at the Masters level are required.

The College of Dentistry is presently implementing an aggressive program for curriculum renewal and intensifying research, both basic science and clinical. A state of the art clinical simulation facility has recently been installed to complement our well-designed patient clinic, and a new SaCan Ultra Clinic will open in January, 2000.

The University is committed to Employment Equity. Members of designated groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications.

This position has been cleared for advertising at the two-tier level. Applications are invited from qualified individuals regardless of their immigration status in Canada.

Further information about our College and its programs are available on our web site (www.dentistry.usask.ca).

Please submit application complete with curriculum vitae, credentials, a statement on teaching and research interests, and the names of three references to: Dr. M.B. Moulding, Department of Restorative and Prosthetic Dentistry, College of Dentistry, University of Saskatchewan, 105 Wiggins Road, Saskatoon, Saskatchewan, Canada, S7N 5E4.

COLLEGE OF DENTISTRY



Toronto, Canada



FACULTY POSITIONS

York University, Atkinson College, invites applications for 12 faculty positions to commence July 1, 2000. Atkinson College is York University's second largest faculty. It houses the university's largest undergraduate business program and a nursing program, and is the university's leader in distance education.

Eligible candidates will have an excellent academic record and demonstrated excellence in research and teaching. Candidates for tenure-track positions should have a doctoral degree or equivalent, or an appropriate terminal degree. For contractually limited appointments, a doctorate after an ABD will be considered. Experience in developing Internet distance education courses would be an asset. All appointments are subject to final budgetary approval.

Qualified individuals should send a letter of application identifying their areas of research and teaching, a curriculum vitae, one or more published papers, and the names and addresses of three references. Applications and supporting documentation should be directed to the chair of the appropriate department listed below and sent to: Atkinson College, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. All applications should be received no later than January 31, 2000.

Further information about each of the positions listed below can be found at: <http://www.atkinson.yorku.ca> under Faculty Positions.

Administrative Studies: Four or more tenure-track appointments to be chosen from the following areas:

- | | |
|--|-----------------------------|
| Business Research/Quantitative Methods | Financial Accounting |
| Information Technology | Human Resource Management |
| Introduction to Administrative Studies | Law/Public Administration |
| Finance | Policy/Strategic Management |
- (Attention: Dr. Henry Bartel, Chair, e-mail: vitalabo@yorku.ca)

Economics: A tenure-track or one-year contractually limited appointment. Priority areas of specialization are: Labour Economics and/or Industrial Relations; Managerial Economics and Project Evaluation; Health Economics and Health Policy Analysis; International Economics. (Attention: Dr. Helmar Drost, Chair, e-mail: hdrost@yorku.ca)

Mathematics: A one-year contractually limited appointment in mathematics. (Attention: Dr. Marshall Walker, Chair, e-mail: walker@yorku.ca)

Nursing: Five tenure-track or one-year contractually limited appointments. Eligible candidates will have experience in one or more of the following areas:

- | | |
|-----------------------------------|--|
| Aboriginal Health | Health Information |
| Acute/Critical Care | Health Promotion |
| Community/Public Health | Mental Health |
| Family Health | Research Methods, Utilization and Evaluation |
| Health and Aging | Transcultural Health |
| Health Care Leadership and Change | Women's Health |
- (Attention: Dr. Kathie Macdonald, Chair, e-mail: krystyna@yorku.ca)

Philosophy: An appointment at the assistant or associate professor rank to support professionally oriented programs and certificates in Professional Ethics and Public Service Studies. In addition to discipline-specific expertise, candidates will be expected to have a firm commitment to using the Internet or other technologies in teaching; research interests in the assessment of TEL/distance education; and a firm commitment to participating in a pan-university initiative to advance York's interests in TEL/distance education. (Attention: Dr. Sam Mallin, Chair, e-mail: smalin@yorku.ca)

York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY COLLEGE OF THE FRASER VALLEY

Vice-President, Academic

University College of the Fraser Valley invites applications and nominations for the position of Vice-President, Academic. The appointment initially for a five-year term with the possibility of renewal, will commence on July 1, 2000.

Located in the Fraser Valley with campuses in Abbotsford, Chilliwack, Mission and Hope, UCFV employs approximately 600 faculty and staff and enrolls over 6,000 students and more than 10,000 continuing education students. It offers programs ranging from adult and continuing education through technical and vocational education to arts, science, health science and applied baccalaureate degrees. University programs have been an integral part of its comprehensive mandate since its inception 25 years ago. More recently, with statutory degree-granting authority, UCFV is developing and offering both traditional and unique degree programs that build on its academic strengths and attractive location.

Reporting directly to the President, the Vice-President Academic will be a key member of the Senior Administrative Group and will be responsible for the planning, development, administration and integrity of the University College's academic affairs. In carrying out the responsibilities of the position, the Vice-President Academic will work closely with Faculty Deans, Campus Managers, Education Council, and Board of Governors. Duties will include participation in matters related to the academic mission of the institution at the provincial, national and international levels.

The successful candidate for this key leadership role will be a respected scholar, teacher and administrator able to formulate and articulate an academic vision for UCFV. Candidates should have an outstanding record of leadership, demonstrated excellence in teaching and scholarship, an ability to communicate effectively and consult widely (with all levels of the academic community and externally), and an understanding of contemporary issues in higher education.

Applications or nominations for this position, indicating the qualifications on the back of which the individual merits consideration should be sent to: The President, c/o Employee Relations, University College of the Fraser Valley, 33844 King Road, Abbotsford, B.C. V2S 7M8.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CAREERS SECTION / SECTION DES CARRIÈRES

search goals, relevant numbers and the names, addresses, and telephone numbers of at least three individuals who may be referred to Dr. Barry J. Fowler, Chair, Search Committee, Ecology and Health Science, York University, 400 Keele Street, Toronto, Ontario M3J 1P3 (E-mail: b.fowler@yorku.ca). The deadline for applications is Friday, December 31, 1999. Outlets will commence July 1, 2000. This position is subject to budgetary approval. Further information can be obtained at www.yorku.ca/careers/. York University is implementing a policy of employment equity, including affirmative action for women faculty in accordance with Canadian immigration requirements; this advertisement is directed to Canadian citizens and permanent residents of Canada.

SAINT MARY'S UNIVERSITY — Department of Psychology, Tenure-track Appointment. Applications are invited for a tenure-track appointment at the Assistant Professor level starting September 1, 2000. Candidates are expected to have a Ph.D. in psychology or to be near completion of the degree. We seek individuals with teaching and research skills in applied psychology. An ability and willingness to teach courses at the introductory level is a requirement. As well, an ability and willingness to teach psychological statistics and research methods is an asset. The successful applicant will be expected to conduct and supervise research and to contribute to the Department's graduate program. The Department has a major and honors curriculum and offers an M.Sc. degree in applied psychology (specializing in industrial and organizational psychology) and a certificate program in Human Resource Management. The successful applicant will also have the opportunity to participate in the University's new doctoral program in Management, offered through the Frank H. Sobey Faculty of Commerce. Candidates should present evidence, commensurate with experience, of research interests, scholarly productivity, and preparation for teaching and research supervision at both the graduate and undergraduate levels. Applicants should have a curriculum vitae, complete and current, describing teaching and research interests, and three letters of reference (sent directly by referees to the search committee). Saint Mary's University encourages applications from women, aboriginal and visible minorities, and people with disabilities.

RADIOLOGY

UNIVERSITY OF BRITISH COLUMBIA — The Department of Radiology at the University of British Columbia, and the Department of Health Sciences Centre-UBC Hospital is seeking a Radiologist, preferably fellowship trained with expertise in interventional radiology and ultrasound. For July 1, 2000, competitive in MRB would be an asset. Clinical responsibilities will include all aspects of radiology including fluoroscopy, interventional and interventional procedures, ultrasound, CT and MRI, with the mix being dependent on the successful candidate's interests and qualifications. Other responsibilities include teaching of medical students, residents, and fellows. There will be opportunities for basic science and clinical research. Salary will be based on a percentage of the participating pooled income. The successful candidate will have a faculty appointment at UBC, must be eligible for licensure in the Province of British Columbia and should have certification from the Royal College of Physicians and Surgeons of Canada or equivalent, UBC fees on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents in Canada. Please contact Dr. Boris Flak, Vancouver Hospital and Health Sciences Centre-UBC Hospital, 2211 Westbrook Mall, Vancouver, B.C., V6T 2S5. Telephone: 604-822-7744. Fax: 604-822-1775 by February 1, 2000.

RECREATION & LEISURE STUDIES

BROCK UNIVERSITY — Faculty of Applied Health Sciences. The Department of Recreation and Leisure Studies invites applications for a new tenure track position at the assistant professor level effective January 1, 2000. Candidates should have a doctorate in recreation and leisure studies or a related field. Preference will be given to those candidates who teach and conduct research in the area of Inclusive and Therapeutic Recreation (e.g., leisure needs of diverse populations, therapeutic recreation techniques, ethical and philosophical issues, leisure education and community development). Ability to teach classes in leisure studies and/or recreation courses will be an advantage. A letter of application, a curriculum vitae, and the names of three referees should be submitted to Dr. L. L. L. Chair, Department of Recreation and Leisure Studies, Faculty of Applied Health Sciences, Brock University, St. Catharines, Ontario, L2S 3A1. Closing date for applications is February 29, 2000. This position is subject to final budgetary approval and may be covered to a term appointment. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty qualified positions and men and women are equally encouraged to apply. More information on Brock can be found on the University's website www.brocku.ca.

RENEWABLE RESOURCES

UNIVERSITY OF ALBERTA — The Department of Renewable Resources, Faculty of Agriculture, Forestry and Home Economics, University of Alberta seeks to fill an Assistant Professor, tenure track, teaching/research position in the area of forest soils and nutrient dynamics. Applicants should have a Ph.D. in soil science. At least one degree in forestry is desirable. Preference will be given to those with strong analytical skills and experience in forest soils and nutrient dynamics. The Faculty emphasizes excellence in teaching, evidence of novel approaches and interest in innovative (non-traditional) teaching methods is desirable. Teaching responsibilities may include courses in undergraduate forest soils and advanced courses on soils and nutrient dynamics for students in forestry and environmental and conservation sciences. The successful applicant is expected to develop an externally funded research program. Leadership is expected from the applicant for the development of collaborative research, teaching and technology transfer activities both within the University and with partners in industry and government in land and resource management. Position available March 31, 2000. The Assistant Professor salary range is \$42,054 to \$59,526. The Selection Committee will begin selection on January 17, 2000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Only those who can be referred to the search committee will be considered. A letter of application, a curriculum vitae, transcripts, samples of relevant reprints and immediately request three referees to send confidential letters of recommendation directly to Director, School of Resource and Environmental Management, Simon Fraser University, Room 9671 Shrum Classroom Bldg., 8888 University Drive, Burnaby, B.C., V5A 1S6. TEL: (604) 291-4652; FAX: (604) 291-4968. The closing date is 31 January 2000.

teement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. A letter of application, outlining research, teaching, and technology transfer interests, a curriculum vitae, a teaching dossier and names of three referees should be sent to the Chair, Department of Renewable Resources, University of Alberta, Edmonton, Alberta, Canada T6G 2H1. Additional information about the Renewable Resource Department, the Forestry program and the Environmental and Conservation Sciences program is available from the Department web page at www.alberta.ca. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

RESOURCE & ENVIRONMENTAL MANAGEMENT

SIMON FRASER UNIVERSITY — Geographic Information Systems in Resource and Environmental Management. We invite applications for a full-time, tenure-track position at the Assistant Professor level, beginning as soon as possible. The candidate should primarily be a specialist in some discipline of resource or environmental management with expertise in Geographic Information Systems (GIS) and spatial analysis. We are interested in candidates with backgrounds in physical and watershed processes or the dynamics, management, and conservation of ecological resources. Expertise in the human dimensions of such issues will be considered an asset. The candidate will be responsible for developing and managing a GIS teaching and research facility supporting natural and social sciences disciplines to resource management problems. They will teach undergraduate and graduate courses in the area of GIS applications in natural resource management and in the area of environmental management. The successful candidate will direct graduate students and conduct a research program in a dynamic, multidisciplinary, and innovative environment. Teaching experience is desirable. Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to all qualified applicants. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Other persons who are not eligible for appointment until a Canadian search is completed and no appointment made. All appointments are subject to budgetary approval. Applicants should send a curriculum vitae, transcripts, samples of relevant reprints and immediately request three referees to send confidential letters of recommendation directly to Director, School of Resource and Environmental Management, Simon Fraser University, Room 9671 Shrum Classroom Bldg., 8888 University Drive, Burnaby, B.C., V5A 1S6. TEL: (604) 291-4652; FAX: (604) 291-4968. The closing date is 31 January 2000.



UNIVERSITY OF CALGARY

The Faculty of Continuing Education offers one of Canada's largest continuing education programs to the dynamic city of Calgary and world wide through advanced technology. Our mission is to create, capture and disseminate world class knowledge and practice in Workplace Learning. We serve over 36,500 learners per year in graduate, undergraduate, diploma, certificate, and non-credit programs. The Faculty offers Masters degrees in Continuing Education and International Human Resource Development through an innovative combination of face to face and Internet teaching. We actively and enthusiastically develop public/private partnerships to create academically sound programs that meet real learner needs.

Full/Associate Professors (2 positions) Workplace Learning

We are seeking two flourishing teachers/scholars for senior tenure track appointments. As members of our interdisciplinary team, you will design and build the programs that will shape workplace learning in the future.

Qualifications: An earned doctorate with an emphasis in workplace learning, adult education, organizational behaviour, human resource management, or a related field. We require highly creative people who can integrate workplace learning theory and effective practice. You must also demonstrate a record of excellent teaching and significant scholarship, along with effective management and leadership skills. Experience in teaching with technology, demonstrated success in obtaining research support, international activity, and employment/consulting in workplace learning are all significant assets.

Director of Programs

As a top-notch academic/administrator, you will serve as chief operating officer of our multi-million dollar program of non-credit, certificate and diploma programs. You will coordinate the activities of several cost-recovery teams and provide overall guidance and leadership. A key function is the evaluation of new opportunities from both the academic and business perspectives.

Qualifications: A track record of creating and running thriving cost-recovery continuing education programs. A keen understanding of the emerging trends in lifelong learning, and the ability to allocate resources effectively. Your excellent financial, management, teamwork and organizational skills, plus academic qualifications, ensure you are appropriate for appointment in the professional or instructor stream.

The preferred starting date for all positions is July 1, 2000 or earlier by mutual agreement.

The salary scale for the appropriate level of appointment will apply, as adjusted by the result of collective bargaining that is currently in progress. For further information about the University of Calgary and the Faculty of Continuing Education, please consult our Web site: <http://www.ucalgary.ca/ced>

Competition will be open until a suitable candidate is found; however, consideration of applicants will begin on **FEBRUARY 15, 2000**. Please send a letter of application and a resume, together with the names, address, telephone and fax numbers of three referees, to Dr. Thomas P. Keenan, Chair, Academic Selection Committee, Faculty of Continuing Education, University of Calgary, 2500 University Drive NW, Calgary, Alberta T2N 1N4.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

SOCIAL WORK

THE UNIVERSITY OF WINNIPEG invites applications for two tenure-track positions in the area of Family and Children, Health, Mental Health, and Social Services, commencing July 1, 2000. For details please visit our website at <http://www.uwinnipeg.ca/faculty/socialwork/>. Dr. Frank Hawkins, Chair, Social Work, University of Winnipeg, 400 Tupper Ave., Winnipeg, MB, R3B 3P4. Phone: (204) 786-3300; ext. 3067; Fax: (204) 786-7036; e-mail: socialwork@uwinnipeg.ca.

WILFRID LAURIER UNIVERSITY — The Faculty of Social Work at Wilfrid Laurier University invites applications for two tenure-track and one limited-term faculty position to build/get approval for appointments commencing July 1, 2000. Candidates should have a completed graduate degree in social work and strong preference will be given to those who have completed or are near completion of a doctoral degree. We are seeking candidates with demonstrated competence in teaching, a promising publication record, and a program of research. Identified teaching areas include: clinical practice with individuals, families and groups, diversity issues, and data analysis (quantitative and qualitative). The Faculty has programs at graduate levels only and applicants will be expected to teach and supervise research at the master's and doctoral levels. Priority for one tenure-track position is clinical practice expertise and the ability to teach in the area of social work. The second tenure-track position is broad-based practice expertise with diverse populations and commitment to research and teaching in this area. Appointment will be at rank and salary commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents. A particular need of the Faculty is to increase the representation of the following equity groups: visible minorities, aboriginal people, people with disabilities and women. Applicants should send a curriculum vitae, copies of recent publications, a statement of teaching and research interests, and three letters of reference to: Professor Lucie Fugère, Acting Dean, Faculty of Social Work, Wilfrid Laurier University, Waterloo, ON, Canada N2L 2C5. Applications will be accepted until January 24, 2000, or subsequently, until the positions are filled.

SOCIOLOGY

UNIVERSITÉ D'OTTAWA — Département de sociologie. Un poste de professeur (à temps plein) au rang d'adjoint (niveau 1) à la permanence à partir du 1er juillet 2000 (sujet à l'approbation budgétaire). Sociologue ou anthropologue ayant une expérience en enseignement et en recherche. Les candidats doivent être acceptés jusqu'à la fin de la position. En accord avec les principes de l'équité en emploi, les candidats sont encouragés à présenter leur candidature.

d'enseigner en français et en anglais des Tembaud. Veuillez faire parvenir avant le 13 janvier 2000 une lettre de présentation décrivant vos intérêts en recherche et en enseignement, un curriculum vitae, un dossier d'enseignement et des publications. Trois lettres de recommandation doivent être envoyées directement à: Anne Desjardins, Directrice, Département de sociologie, Université d'Ottawa, 550 rue Cumberland, C.P. 450, Succ. A, Ottawa, Ontario, K1N 6N5. Conformément aux exigences prescrites en matière d'immigration au Canada, la priorité sera accordée aux citoyens/les candidates et aux résidents permanents.

UNIVERSITÉ D'OTTAWA — Département de sociologie. Un poste d'un an de professeur (remplacé) au rang d'adjoint à partir du 1er juillet 2000 (sujet à l'approbation budgétaire). Sociologue ou anthropologue ayant une expérience en enseignement et en recherche. Les candidats doivent être acceptés jusqu'à la fin de la position. En accord avec les principes de l'équité en emploi, les candidats sont encouragés à présenter leur candidature.

SAINT MARY'S UNIVERSITY — The Department of Sociology and Criminology invites applications for a four month seasonal appointment at the rank of Assistant Professor for the January 01, 2000 - April 31, 2000 academic term. Candidates should have a Ph.D., or be near completion, and a demonstrated capacity to teach courses in classical criminological theory. Other preferred areas are the criminal justice system and criminological statistics. The Department is particularly interested in individuals who can also teach a course in introductory sociology. Applicants are asked to submit a curriculum vitae, a statement of research interests, and three letters of reference to be sent directly to the Dr. Ronald Cooper, Chair, Search Committee, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Applicants are responsible for ensuring that their files, including letters of reference, are complete.

SAINT MARY'S UNIVERSITY — The Department of Sociology and Criminology invites applications for a four month seasonal appointment at the rank of Assistant Professor for the January 01, 2000 - April 31, 2000 academic term. Candidates should have a Ph.D., or be near completion, and a demonstrated capacity to teach courses in classical criminological theory. Other preferred areas are the criminal justice system and criminological statistics. The Department is particularly interested in individuals who can also teach a course in introductory sociology. Applicants are asked to submit a curriculum vitae, a statement of research interests, and three letters of reference to be sent directly to the Dr. Ronald Cooper, Chair, Search Committee, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Applicants are responsible for ensuring that their files, including letters of reference, are complete.

SAINT MARY'S UNIVERSITY — The Department of Sociology and Criminology invites applications for a four month seasonal appointment at the rank of Assistant Professor for the January 01, 2000 - April 31, 2000 academic term. Candidates should have a Ph.D., or be near completion, and a demonstrated capacity to teach introductory level sociology courses. The Department is particularly interested in individuals who can also teach in the area of women and development. Applicants are asked to submit a curriculum vitae, an example of recent work, and three letters of reference to be sent directly to the Dr. Ronald Cooper, Chair, Search Committee, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Applicants are responsible for ensuring that their files, including letters of reference, are complete. Applications will be accepted until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity.

SAINT MARY'S UNIVERSITY — The Department of Sociology and Criminology invites applications for a four month seasonal appointment at the rank of Assistant Professor for the January 01, 2000 - April 31, 2000 academic term. Candidates should have a Ph.D., or be near completion, and a demonstrated capacity to teach introductory level sociology courses. The Department is particularly interested in individuals who can also teach in the area of women and development. Applicants are asked to submit a curriculum vitae, an example of recent work, and three letters of reference to be sent directly to the Dr. Ronald Cooper, Chair, Search Committee, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Applicants are responsible for ensuring that their files, including letters of reference, are complete. Applications will be accepted until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity.

Dr. R. Seshadri, Dean
Faculty of Engineering and Applied Science
Memorial University of Newfoundland
St. John's, Newfoundland, Canada, A1B 3X5
Fax: # (709) 737-8975
Reference: MEC-99-01 (Mechanical Engineering)

The Search committee will begin to review applications starting **January 31, 2000** and will continue to do so until the position is filled.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Memorial University of Newfoundland is committed to the principles of employment equity and welcomes applications from all qualified candidates.

Simon Fraser University
Assistant Professor — Geographic Information Systems in Resource & Environmental Management

We invite applications for a full-time, tenure-track appointment at the Assistant Professor level, beginning as soon as possible. The candidate should primarily be a specialist in some discipline of resource or environmental management with expertise in Geographic Information Systems (GIS) and spatial analysis. We are interested in candidates with backgrounds in physical and watershed processes or the dynamics, management, and conservation of ecological resources. Expertise in the human dimensions of such issues will be considered an asset. The candidate will be responsible for developing and managing a GIS teaching and research facility supporting natural and social science approaches to resource management problems. They will teach undergraduate and graduate courses in the area of GIS applications in natural resource management and in their area of interest. The successful candidate will direct graduate students and conduct a research program in a dynamic, multidisciplinary professional school. Relevant teaching experience is desirable.

Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified applicants. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. All appointments are subject to budgetary authorization.

Applicants should send a curriculum vitae, transcripts, samples of relevant reprints and immediately request three referees to send confidential letters of recommendation directly to: Director, School of Resource and Environmental Management, Simon Fraser University, Room 9671 Shrum Classroom Bldg., 8888 University Drive, Burnaby, B.C., V5A 1S6 Tel: (604) 291-4659; Fax: (604) 291-4968. The closing date is 31 January 2000

www.ucalgary.ca

CAREERS SECTION - SECTION DES CARRIÈRES

ally great in theory and introductory Women and development would be a desirable field, and we invite sociologists with existing and new areas of specialization to apply. Applicants are asked to submit a curriculum vitae and an example of recent published work, and arrange for three letters of reference to be sent directly to Dr. Ronald Cooper, Hiring Committee Chairperson, Department of Sociology and Criminology, Saint Mary's University, Halifax, Nova Scotia, B3H 2C4. Applicants are responsible for ensuring that their files, including letter of reference, are complete. The closing date for applications is February 1, 2000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity.

YORK UNIVERSITY — The Department of Sociology at Glendon College invite applications for a tenure track position at the assistant or associate professor level. This position is subject to budgetary approval by the University. Candidates should possess a Ph.D. in Sociology, with a concentration in a combination of the following areas: qualitative research methods and field research, sociological work, social movements and community, and an excellent knowledge of French language scholarship in sociology. But excellent candidates in other areas of sociology are encouraged to apply. The candidate must be fluent in French and in English, and will be required to teach in both languages. Duties will include teaching at the undergraduate level, research and administrative responsibilities, with some possibility of graduate teaching. Preference will be given to candidates with a strong research record and the ability

to contribute effectively to the York graduate program in Sociology. Salary is in accordance with the collective agreement and experience. Applicants, along with a curriculum vitae and the names of three referees, should be sent to: Dr. François Boudreau, Chair, Department of Sociology, Glendon College, York University, 2275 Bayview Avenue, Toronto, Ontario M3J 3K6. Date of appointment: July 1, 2000. Deadline for application: February 23, 2000. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY — The Department of Sociology at Brock University invite applications for a two-year limited appointment at the rank of Assistant Professor, effective July 1, 2000 and subject to final budgetary approval. A recently completed Ph.D. in Sociology or a closely related discipline is required, together with successful experience in teaching undergraduate sociology courses and demonstrated research potential. The teaching duties of the successful candidate will include Sociology of Law and Deviance. In addition to undergraduate teaching and supervision of individual students, the successful candidate will be expected to be engaged in independent research and scholarly activities and to participate in the affairs of the department. Applicants should submit by January 31, 2000 a letter of application accompanied by a curriculum vitae, selected reports and preprints of published work, and three letters of reference to: Professor John Sorenson, Chair, Appointments and Promotions, Department of Sociology, Brock University, St. Catharines, ON L2S 3A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its employment equity policy, the University of Toronto encourages applications from qualified women and members of visible minorities, aboriginal peoples, and persons with disabilities. The deadline for submissions of applications is February 28, 2000. Applications should be sent to Professor Dennis Magill, Acting Chair, Department of Sociology, University of Toronto, 207 College Street, Toronto, Ontario, Canada M5S 1A5.

BROCK UNIVERSITY — The Women's Studies Program and the Department of Sociology at Brock University invite applications for a probationary (tenure-track) cross-appointed position at the rank of Assistant Professor, effective July 1, 2000. The position is subject to final budgetary approval, and the appointment will be on a limited-term basis. The successful candidate will have a recently completed Ph.D. in Women's Studies or Sociology or a related social science discipline together with evidence of successful graduate teaching experience and research potential. Initial teaching responsibilities include feminist theory in Women's Studies and Sociology, 19th century/contemporary theory (in Sociology) as well as supervision of individual students. Other responsibilities include development of a program of independent research and scholarly activity in the program's area of specialization, outreach in the affairs of the program and department. Applicants must resubmit their curriculum vitae and a letter of application accompanied by a curriculum vitae, selected reports and preprints of published work, and three letters of reference to: Professor Roberta Robb, Director, Women's Studies Program, Department of Sociology, Brock University, St. Catharines, ON L2S 3A1.

LE DÉPARTEMENT DE SOCIOLOGIE de l'Université de Moncton invite les candidats pour une position de professeur adjoint en sociologie. Le candidat doit posséder un doctorat en sociologie, avec spécialisation dans une combinaison des domaines suivants: méthodes qualitatives de recherche et enquête de terrain, sociologie du travail, des mouvements sociaux et études de communautés ou une excellente connaissance de la tradition de langue française en sociologie. On encourage également les candidats de haut niveau dans un autre domaine. La personne sélectionnée devra enseigner en français et en anglais, et doit posséder une excellente maîtrise des deux langues. Les candidats doivent compléter l'enseignement au niveau du 1^{er} cycle, la recherche, les tâches administratives et éventuellement l'enseignement au niveau du 2^e et 3^e cycles. On accorde la préférence aux personnes disposant d'une bonne expérience de l'enseignement, d'un solide dossier de recherche et des compétences nécessaires pour continuer activement au programme d'études supérieures en sociologie de l'Université de Moncton. Le salaire sera fixé en fonction de la convention collective et de l'expérience acquise. Les candidats et candidates sont priés de faire parvenir une lettre de candidature, leur curriculum vitae et le nom de trois personnes en référence à: Madame Françoise Boudreau, Directrice du département de sociologie, Collège universitaire Glendon, Université York, 2275 Avenue Bayview, Toronto (Ontario) M3H 3K6. Date d'envoi de la candidature: 1^{er} juillet 2000. Date limite de candidature: 28 février 2000. L'Université York s'inscrit au principe d'équité en matière d'emploi, et notamment au principe d'action positive envers les femmes. Conformément aux exigences d'intégration canadienne, cette annonce s'adresse aux citoyens canadiens et résidents permanents.

YORK UNIVERSITY — Le Département de sociologie de l'Université Glendon de l'Université York sollicite des candidatures pour un poste permanent à la position, au rang de professeur adjoint en sociologie, avec spécialisation dans une combinaison des domaines suivants: méthodes qualitatives de recherche et enquête de terrain, sociologie du travail, des mouvements sociaux et études de communautés ou une excellente connaissance de la tradition de langue française en sociologie. On encourage également les candidats de haut niveau dans un autre domaine. La personne sélectionnée devra enseigner en français et en anglais, et doit posséder une excellente maîtrise des deux langues. Les candidats doivent compléter l'enseignement au niveau du 1^{er} cycle, la recherche, les tâches administratives et éventuellement l'enseignement au niveau du 2^e et 3^e cycles. On accorde la préférence aux personnes disposant d'une bonne expérience de l'enseignement, d'un solide dossier de recherche et des compétences nécessaires pour continuer activement au programme d'études supérieures en sociologie de l'Université York. Le salaire sera fixé en fonction de la convention collective et de l'expérience acquise. Les candidats et candidates sont priés de faire parvenir une lettre de candidature, leur curriculum vitae et le nom de trois personnes en référence à: Madame Françoise Boudreau, Directrice du département de sociologie, Collège universitaire Glendon, Université York, 2275 Avenue Bayview, Toronto (Ontario) M3H 3K6. Date d'envoi de la candidature: 1^{er} juillet 2000. Date limite de candidature: 28 février 2000. L'Université York s'inscrit au principe d'équité en matière d'emploi, et notamment au principe d'action positive envers les femmes. Conformément aux exigences d'intégration canadienne, cette annonce s'adresse aux citoyens canadiens et résidents permanents.

SOCIOLOGY & SOCIAL ANTHROPOLOGY

DAHOUSE UNIVERSITY — Social Anthropologist Applications are invited from social anthropologists for a three year limited term appointment at the Assistant Professor level, effective July 1st 2000. Candidates with interests in any area of social anthropology will be considered but it will be an asset to be able to offer teaching in two of the following qualitative and field methods: anthropological areas outside of North America, anthropological environment, social movements, indigenous peoples, health. Some opportunity will exist for working with graduate students in the social anthropology M.A. programme. Candidates should possess a Ph.D. and have a strong background in university teaching. A letter of application, up to date curriculum vitae, and three letters of professional recommendation should be sent to: Dr. Graham Morgan, Chair, Department of Sociology and Social Anthropology, Dalhousie University, Halifax, Nova Scotia, B3H 3A1, FAX 902-494-2897. The closing date for applications is January 31, 2000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an equal opportunity employer. The University encourages applications from qualified aboriginal people, persons with disabilities, locally visible people, and women.

SOCIOLOGY & ANTHROPOLOGY

SAINT FRANCIS XAVIER UNIVERSITY — The Department of Sociology and Anthropology at St. Francis Xavier University invites applications for a probationary position in sociology from individuals able both to make a significant contribution to our criminal and social justice programs and to teach introductory sociology. The appointment is subject to budgetary approval and will be made at the rank of Assistant Professor. The successful candidate will have a Ph.D. degree in sociology with specialization in social theory-dialectical physics is required. Applicants shall have experience in teaching research in higher area of specialization and (3) supervise postgraduate students. The candidate will also be expected to participate in outreach and service. The Faculty of Agriculture and Food Sciences encourages staff to initiate and/or participate in interdisciplinary research and teaching. Salary will be commensurate with qualifications and experience. The salary range for the Assistant Professor level is currently \$41,680 - \$63,765 per annum. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with immigration requirements, priority consideration will be given to Canadian citizens and permanent residents. Send applications with a detailed curriculum vitae including a summary of present and future research interests, academic transcripts, and names of three referees by January 31, 2000 to: Dr. G. R. Katz, Department of Social Science, Faculty of Agriculture and Food Sciences, University of Manitoba, 362 Ellis Building, Winnipeg, Manitoba, Canada, R3T 2N2. Phone: 204-474-6036; Fax: 204-474-7642; Email: rckatz@cc.umanitoba.ca.

SOCIOLOGY & SOCIAL ANTHROPOLOGY

DAHOUSE UNIVERSITY — Social Anthropologist Applications are invited from social anthropologists for a three year limited term appointment at the Assistant Professor level, effective July 1st 2000. Candidates with interests in any area of social anthropology will be considered but it will be an asset to be able to offer teaching in two of the following qualitative and field methods: anthropological areas outside of North America, anthropological environment, social movements, indigenous peoples, health. Some opportunity will exist for working with graduate students in the social anthropology M.A. programme. Candidates should possess a Ph.D. and have a strong background in university teaching. A letter of application, up to date curriculum vitae, and three letters of professional recommendation should be sent to: Dr. Graham Morgan, Chair, Department of Sociology and Social Anthropology, Dalhousie University, Halifax, Nova Scotia, B3H 3A1, FAX 902-494-2897. The closing date for applications is January 31, 2000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an equal opportunity employer. The University encourages applications from qualified aboriginal people, persons with disabilities, locally visible people, and women.

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SPORT MANAGEMENT

BROCK UNIVERSITY — Faculty of Applied Health Sciences The Department of Sport Management invites applications for a new tenure track position at the assistant professor level effective July 1, 2000. Candidates should have a doctorate in sport management and/or administration, a closely related field, with expertise in more than one of the following areas: sport finance, economics of sport, facility management, organization and governance in sport, marketing and communication, or sport law. Preference will be given to candidates who can teach and conduct research in their areas of expertise as well as teach classes in general sport management subjects. A letter of application, a curriculum vitae, and the names of three referees should be submitted to: Dr. Rosenberg, Chair, Department of Sport Management, Faculty of Applied Health Sciences, Brock University, St. Catharines, Ontario, L2S 3A1. Closing date for applications is February 15, 2000. This position is subject to budgetary approval and may be offered as a limited term appointment. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. For more information, please visit our website on the University's website www.brocku.ca.

STATISTICS

UNIVERSITY OF WATERLOO — The Department of Statistics and Actuarial Science invites applications for a tenure track position in Statistics. Department interests cover a wide range of topics in inference, statistical methods and theory, and areas of application. Applicants must have a Ph.D. by the time of appointment, with research interests in probability. They must have demonstrated ability in research and good teaching and communication skills. Applicants are welcome in all areas of statistics or probability, but are invited particularly in areas of computer intensive statistical methods. Duties include undergraduate and graduate teaching, and development of an independent research program. Although an appointment at the Assistant or Associate Professor level is anticipated, consideration may be given also to an Employment Equities Salary will be commensurate with qualifications and experience. This appointment is subject to budgetary approval. Please send a curriculum vitae, effective July 1, 2000 or later. The closing date for applications is December 31, 1999. Please submit a curriculum vitae and arrange for three letters of reference to be sent to Professor M. E. Thompson, Chair, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified individuals including women, members of visible minorities, native peoples and persons with disabilities.

UNIVERSITY OF WATERLOO — Applications are invited for the position of postdoctoral fellow in biostatistics to be held in the Department of Statistics and Actuarial Science at the University of Waterloo. This fellowship is aimed at supporting the development of statistical methodology and software for the analysis of event history data. Recent history data is the term used to describe information on the nature and timing of events occurring over the lifetime of individuals or units. Such data may arise from observing complex processes in ongoing such as medicine, medicine, sociology, demography, epidemiology, and public health. The types of problems motivating the research in this position arise in medicine. The successful candidate will collaborate with health researchers in hospitals, research organizations, and the pharmaceutical industry. Specific areas of research include the analysis of recurrent events, multi-state models and design for studies of complex disease processes. Faculty in the department with interests in biostatistics include K. B. Brilleman, J. H. C. Brown, J. Lawless, D. M. Jewell, J. O'Hara Jones, C. A. Struthers, M. Thompson, among others. Candidates must possess a recent Ph.D. in Statistics or Biostatistics and have a strong background in survival analysis, stochastic processes, statistical inference, and statistical/computer programming. Familiarity with clinical trials and epidemiology would be an asset. The initial appointment will be for one year with the possibility of renewal for a second year. The deadline for applications is December 31st, 1999. The appointment may be effective

CAUT / ACPPU

Publisher's Statement Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contract Program. The program requires that the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of \$200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for positions advertised in the CAUT Bulletin may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th St. N.W., Washington, DC 20005; (202) 737-5500.

L'éditeur n'accepte pas d'annonces de postes d'enseignement ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine nationale, de religion, de couleur, de sexe, d'état matrimonial, d'origine ethnique, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attachés politiques, génériques. L'ACPPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'il y ait des raisons conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de publier une annonce restrictive de fournir à la rédaction du Bulletin une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent obtenir des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 \$ doivent s'engager, comme condition de la soumission, à respecter l'équité en matière d'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. À ce titre, on pourra demander aux candidats/les à certains postes annoncés dans le Bulletin de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le Bulletin accepte les offres d'emploi à l'étranger du Canada à titre de service aux membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors (AAUP) enquête sur des présumées violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, Suite 500, 1012 14th St. N.W., Washington, DC 20005; tél. (202) 737-5500.

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| ISSUE | CLASSIFIED | DISPLAY |
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| 1 ^{re} semaine | 1 ^{er} septembre 1999 | 1 ^{er} septembre 1999 |
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CAUT BULLETIN

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LE BULLETIN DE L'ACPPU

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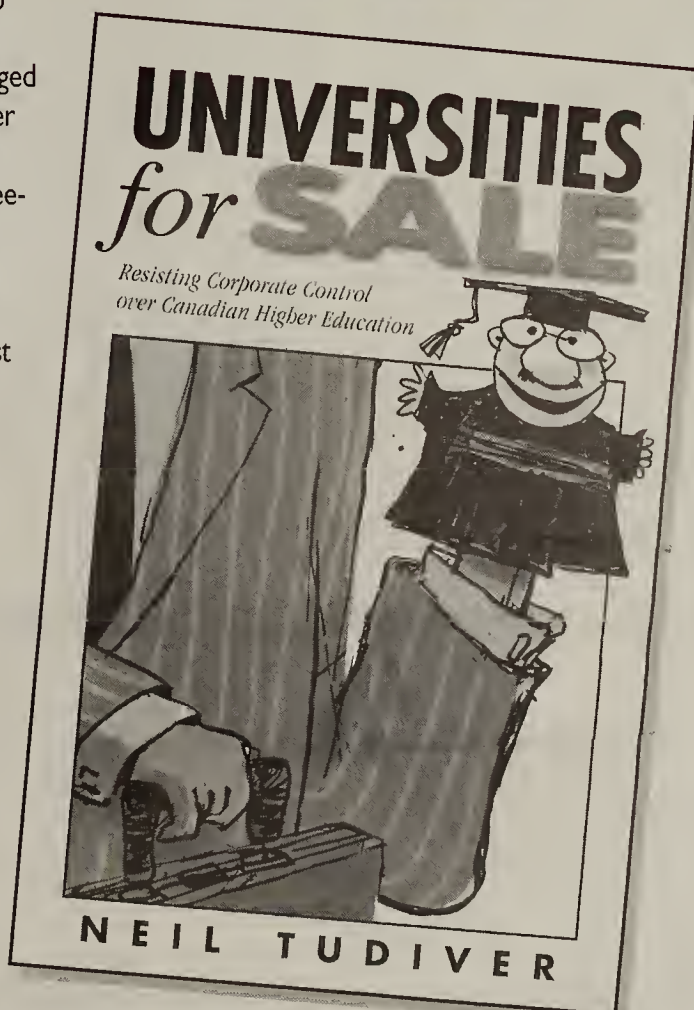
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